

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
MOJAVE DESERT AIR QUALITY
MANAGEMENT DISTRICT
AND THE
TEAMSTERS LOCAL 1932

July1, 2017

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Table of Contents

1. Implementation	1
2. Access to Work Locations	1
3. Union Steward	1
4. Use of District Resources.....	2
5. Labor Management Task Force	2
6. Bulletin Boards	2
7. Dues Deductions	3
8. Expense Reimbursement.....	4
8.1. Travel Via Private Vehicle	4
8.2. Meals and Expenses.....	4
9. Flexible Benefit Plan.....	4
10. Dependant Care Assistance Plan & Medical Spending Account.....	5
10.1. Dependent Care Assistance Plan	5
10.2. Medical Spending Accounts	6
11. Short-Term Disability & Worker's Compensation.....	6
11.1. Short-Term Disability.....	6
11.2. Workers' Compensation	6
12. Life Insurance	7
13. Employee Assistance Program	7
14. Leave Donation Program	7
14.1. General	7
14.2. Eligibility for Program.....	7
14.3. Continuation of Benefits for Employee	8
14.4. Donation Procedure & Limitations	8
14.5. Definitions	9
15. Retirement Program	9
15.1. Employee Contributions to SBCERA.....	9
15.2. Employees With Thirty Years Service Credit.....	10
15.3. Deferred Compensation	10
15.4 401(a) Matching Contribution Plan	11
16. Retiree Medical Benefit	11
16.1. General	11
16.2. Eligibility	11
16.3. Calculation of Premium Portion	11
16.4. Length of Benefit.....	12
17. Tuition and Professional Organization Dues Reimbursement.....	12
18. Personalized Protective Equipment Enhancement.....	12
19. Wages.....	13
20. Salary Adjustment.....	13
21. Longevity Award	14
22. Overtime and Night Shift Differential	14
23. Compensatory Time.....	14
24. Assignment to Higher Classification	15
25. Sick Leave.....	15
25.1. Accrual	15
25.2. Conversion to Cash.....	15
25.3. Payment Upon Separation	15
25.4. Vacation Conversion Option	16

26. Vacation	16
27. Cell Phone Stipend.....	16
28. Employee Wellness Program.....	17
29. Holiday Closure	17
30. Bereavement	17
31. Management and Employee Rights	17
31.1. Management Rights.....	17
31.2. Employee Rights.....	18
32. Policy Prohibiting Employee Harassment	19
32.1. Introduction	19
32.2. Application	19
33. Full Understanding, Modification and Waiver	19
34. Duration of Agreement	20
Salary Table 2017	23
Salary Table 2018	24
Salary Table 2019	25
Salary Table 2020	26
Salary Table 2021	27

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
AND THE TEAMSTERS LOCAL 1932**

INTRODUCTION

1. IMPLEMENTATION

1.1. This Memorandum of Understanding, also referred to as Agreement, made and entered into this **1st day of July 2017**, by and between representatives of the Mojave Desert Air Quality Management District, hereinafter referred to as District, and the Teamsters Local 1932, hereinafter referred to as Union, constitutes a mutual recommendation to be submitted to the District's Governing Board. This Memorandum of Understanding shall not be binding upon the parties, in whole or in part, unless and until the Governing Board formally approves this Memorandum of Understanding.

1.2. For the purpose of Flexible Benefit Plan and Wages herein, whenever any specific date is mentioned for the commencement of new benefits or wages, such new benefits or wages shall take effect on the first day of the pay period beginning on or after the mentioned date.

LABOR/MANAGEMENT PROVISIONS

2. ACCESS TO WORK LOCATIONS

2.1. The parties recognize and agree that in order to maintain good employee relations, it may be desirable for labor relations representatives of the Union to confer with District employees during working hours.

2.2. Therefore, Union Representatives may be granted access to work locations during regular working hours to meet with employees. The Union Representatives may be granted access upon obtaining authorization from the Air Pollution Control Officer, hereinafter referred to as APCO, or designated management representative prior to entering a work location. However, the APCO or designated management representative may deny access or terminate access to work locations if, in their judgment, it is deemed that the visit would interfere with the efficiency, safety, or security of District operations. The APCO shall not unreasonably withhold timely access to work locations. The APCO shall ensure that there is at all times someone designated who shall have full authority to approve access.

2.3. If a request is denied, the APCO or designated management representative shall establish a mutually agreeable time for access to the employees. Said mutually agreeable time need not be during working hours.

3. UNION STEWARD

3.1. The employee selected by the Union to act as the Union representative shall be known as the Steward. There will be other Union Stewards who may represent employees. The name of the

employee selected as Steward, and the names of other Union Stewards who may represent employees, shall be certified, in writing, to the District by the Union.

3.2. The Union Steward employed by the District shall be entitled to devote a reasonable amount of time per month to Union business without loss of pay. Prior to participating in such business, the Steward shall first obtain authorization from the employee's immediate supervisor. The immediate supervisor may deny such request if it is deemed that such a request would unduly interfere with the efficiency, safety, or security of District operations. If the request is denied, the immediate supervisor will establish a reasonable alternate time, convenient to the parties, when the representative can be released from their work assignment. Additional time off, without pay, may be granted to the Union Steward at the sole discretion of management.

4. USE OF DISTRICT RESOURCES

4.1. The Union will be granted permission to use District facilities for the purpose of meeting with employees to conduct its internal affairs during nonworking hours, provided the space for such meetings can be made available without interfering with District needs. Permission to use District facilities must be obtained by the Union from the APCO. The Union shall be held fully responsible for any damages to, and the security of, any District facilities that are used by the Union.

5. LABOR-MANAGEMENT TASK FORCE

5.1. Union representatives shall meet with management representatives of the District at least monthly to discuss matters pertinent to this Agreement and to address other issues of concern. Meetings shall be held at a mutually agreeable time and place. The Union may designate three employees to attend these meetings for up to two hours without loss of pay. Specifically excluded from such meetings will be subjects under the grievance procedure and mandatory subjects of bargaining.

6. BULLETIN BOARDS

6.1. The District will furnish a reasonable portion of existing bulletin board space, or allow the Union to install a bulletin board, for notices of the Union. Only areas designated by the APCO may be used for the posting of notices. Bulletin boards shall only be used for the following notices:

6.1.1. Scheduled Union meetings, agendas, and minutes;

6.1.2. Information on Union elections and results;

6.1.3. Information regarding Union social and recreational events, and related news bulletins;

6.1.4. Correspondence regarding official business of the Union, including reports of committees or the Governing Board.

6.2. The Union may utilize the District's interdepartmental mail system. The Union holds the District harmless against any loss or delays in delivery.

6.3. The Union agrees that materials posted on any bulletin board shall contain no derogatory or offensive comments regarding the District or employees or others associated with the District, or the District's activities.

7. DUES DEDUCTIONS

7.1. The District shall deduct one month's current and periodic Union dues and premiums for insurance plans sponsored by the Union from the wages and/or paid leave benefits of each employee who voluntarily executes and delivers to the District a payroll deduction authorization form.

7.2. The employee's earnings must be regularly sufficient after other legal and required deductions are made to cover the amount of the dues deduction authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover that pay period from future earnings.

7.3. In the case of an employee who is in a non-pay status during only part of the pay period, and earnings are not sufficient to cover the full withholding, no deduction shall be made. In this connection, all other legal and required deductions have priority over dues.

7.4. An employee's authorization for payroll deduction may be canceled at any time by written notice from the employee to the District, with a copy to the Union. An employee's deduction authorization shall automatically be canceled if the employee leaves the employ of the District. The Union may, upon not less than 30 days written notice to the District, irrevocably suspend operation of section 7.1 of this article.

7.5. The aggregate amount of such deductions by the District shall be transmitted monthly to the Union. The Union shall indemnify, defend, and hold the District harmless against any claims made and against any suit instituted against the District on account of deduction of Union dues. In addition, the Union shall refund to the District any amounts paid to it in error upon presentation of supporting evidence.

7.6. The District shall furnish the Union with a list, each month, indicating the dues deducted from the pay of any representation unit employee.

7.7. The Union shall, upon presentation of proper invoices, reimburse the District for the actual cost of all lists and services referred to in this article.

BENEFITS

8. EXPENSE REIMBURSEMENT

8.1. Travel Via Private Vehicle.

8.1.1. Reimbursement for use of privately owned vehicles to conduct District business, approved by the APCO or designee, shall be at the rate published periodically by the U.S. Internal Revenue Service as the Standard Mileage Rate per mile for all miles driven. Reimbursement at this rate shall be considered as full and complete payment for actual necessary expenses for the use of the private vehicle, insurance, maintenance and all other transportation-related costs. The District does not provide any insurance for private vehicles used on District business. The owner of a vehicle is responsible for the personal liability and property damage insurance when the vehicle is used on District business.

8.2. Meals and Expenses.

8.2.1. Per diem allowances for lodging and meals shall not be allowed without prior approval of the APCO or designee as necessary for the purposes of conducting District business. Excess charges greater than the allowances listed in the paragraphs below may be authorized under special conditions, such as a convention requirement or in an area of high cost. Receipts are mandatory to obtain reimbursement for all lodging.

8.2.2. The allowance for meals and incidental expenses is the amount as published in the most recent GSA Per Diem Rates currently located at <https://www.gsa.gov/perdiem>. Receipts will be required for meal purchases exceeding the limits for the region where the travel occurred.

9. FLEXIBLE BENEFIT PLAN

9.1. Each full-time employee in the General Unit shall be entitled to a total monthly benefit not less than \$910 for the medical, dental and other insurance programs as set forth the MDAQMD Flexible Benefit Plan. *[The Flexible Benefit Plan dollars in place when the cost sharing calculation was negotiated in 2009 were \$910]*

9.2. Calculating the Flexible Benefit Plan Dollars. About August 31 each year, or as soon as benefit cost information is available from CalPERS, the District shall calculate 80% of the premium required by the Kaiser HMO Family plan (for Los Angeles Area Region including Los Angeles, San Bernardino and Ventura counties) offered for regular employees and families under the District's plan with CalPERS ("Flexible Benefit Plan Dollars"). The "Flexible Benefit Plan Dollars" shall be implemented on or about payperiod 25. The calculation of premium required and implementation shall be performed according to the following schedule:

- On or about August 31, 2017 adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2017;

- On or about August 31, 2018 adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2018 ;
- On or about August 31, 2019 adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2019;
- On or about August 31, 2020 adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2020;
- On or about August 31, 2021 adjustments will be calculated for the Flexible Benefit Plan Dollars and will be implemented on or about PP25/2021.

9.2.1. Example 1: In August, CalPERS informs the District regarding the premium amounts for District plans for the next calendar year. The monthly premium required for the Kaiser Family HMO plan (in the Los Angeles Area Region) is \$1,200. Calculate 80% of \$1,200 = \$960. On or about payperiod 25 the Flexible Benefit Plan dollars will be adjusted to \$960 until the next premium rate change is issued by CalPERS.

9.2.2. Example 2: In the following year, CalPERS informs the District that the premium amount for the Kaiser Family HMO plan (in the Los Angeles Area Region) is \$1,190. Calculate 80% of \$1,190 = \$952. Then on or about payperiod 25 the Flexible Benefit Plan dollars would be adjusted to \$952.

9.2.3. Example 3: In the following year, CalPERS informs the District that the premium amount for the Kaiser Family HMO plan (in the Los Angeles Area Region) is \$1,125. Calculate 80% of \$1,125 = \$900. Then on or about payperiod 25 the Flexible Benefit Plan dollars would be adjusted to \$910 (the minimum Flexible Benefit Plan dollars).

9.3. Any funds not used for the purchase of medical, dental, and other insurance programs shall be paid to the employee as taxable wages.

9.4. In the event health care reform crafted by the State of California and/or the Federal government is imposed in such a manner that such reform impacts these agreed upon matters regarding the Flexible Benefit Plan, and such reform is imposed before the end of the term of this agreement, management reserves the privilege of re-opening the MOU at that time to discuss the effects of only those new requirements.

10. DEPENDANT CARE ASSISTANCE PLAN & MEDICAL SPENDING ACCOUNT

10.1. Dependent Care Assistance Plan:

10.1.1. Employees in regular positions scheduled for a minimum of forty one (41) hours per pay period are eligible to participate in the Dependent Care Assistance Plan. DCAP allows eligible employees to elect to receive dependent care assistance benefits which are excludable under Sections 125 and 129 of the Internal Revenue Code, as amended. DCAP exclusions from gross income do not affect compensation for retirement purposes.

10.1.2. Employees shall be eligible to participate the first day of the month following thirty (30) days from the date they submit their enrollment. An employee must contribute to DCAP through salary reduction on forms approved by Administrative Services. An employee election to participate may not be changed for the remainder of the plan year, except to the extent permitted under IRS regulations.

10.2. Medical Spending Accounts

10.2.1. The District has established a program for purposes of allowing employees to contribute to a tax exempt savings account for reimbursing medical and other allowable expenses pursuant to the provisions of applicable law and described in Article X of the MDAQMD Flexible Benefit Plan.

11. SHORT-TERM DISABILITY & WORKER'S COMPENSATION

11.1. Short Term Disability

11.1.1. The District will provide short-term disability insurance for each employee who works forty-one (41) hours or more per pay period as described below.

11.1.2. The short-term disability insurance plan coverage shall include a provision for a fourteen (14) calendar day waiting period from the first day of disability before benefits begin. Benefits shall be equal to fifty-five percent (55%) of the base salary, up to a maximum benefit of \$959.00 (nine hundred fifty nine dollars) per week. Benefit payments terminate when the employee is no longer disabled, or upon termination of employment from the District, or after fifty two (52) weeks of disability, whichever occurs first. Other benefit conditions shall be determined by the District and/or the provider of the benefit.

11.2. Workers' Compensation

11.2.1. Workers' compensation insurance is provided for all employees of the District. Employees shall receive a maximum of three (3) consecutive days of paid leave, with no charge to sick leave or vacation leave, following an occupational injury or illness, provided the leave is authorized in a bona fide off-work order and the injury or illness qualifies for coverage under the California Workers' Compensation Act.

11.2.2. Upon request, the employee may continue to receive their regular pay during periods of disability due to an illness or injury covered under the California Workers' Compensation Act by supplementing workers' compensation benefit payments with accrued sick leave or vacation pay. Under this policy, an employee may coordinate benefits with accrued sick leave and vacation leave to receive payment equivalent to regular salary per pay period. In no event shall an employee receive more than their regular salary by means of this process.

12. LIFE INSURANCE

12.1. The District agrees to pay the premium for a Fifty Thousand Dollar (\$50,000.00) term life insurance policy for each employee in the General Unit. This benefit shall only apply to regular full-time employees.

12.2. The District will also make available to each employee in the General Unit a group term life insurance program wherein the employee may purchase, through payroll deductions, term life insurance in amounts equivalent to one times or two times the employee's annual gross earnings, subject to the approval of the provider of such benefit.

12.3. New employees shall become eligible to participate in these programs on the start of the pay period following the completion of thirteen (13) pay periods of satisfactory performance.

13. EMPLOYEE ASSISTANCE PROGRAM

13.1. The District agrees to provide an assistance program that is available to provide confidential counseling to any employees in the General Unit who requests such services.

14. LEAVE DONATION PROGRAM

14.1. General

14.1.1. Full time, regular employees may voluntarily donate their accrued leave to another eligible employee experiencing a serious health condition or whose immediate family member is experiencing a serious condition. The district recognizes that there are occurrences brought about by prolonged medical conditions that cause employees to exhaust all available leave and, therefore, must be placed on leave without pay. It is recognized that such employees forced to go on leave without pay could be without their regular salary income and medical benefits at the most critical point in their work life.

14.2. Eligibility for Program

14.2.1. A voluntary donation of leave from one employee to another may be permitted for the purpose of providing a full time, regular employee with paid sick leave time for the care of themselves, or an immediate family member, who is experiencing a serious health condition as determined by a physician or other qualified health care provider.

14.2.2. An employee is eligible to receive voluntary donations of leave when all of the following conditions have been met:

14.2.3. The employee who is, or whose immediate family member is, experiencing a serious health condition provides documentation of such serious health condition as verified by a qualified health care provider. Employees are eligible to receive leave donations where they (or their immediate family member) have, are, or are expected to experience a serious, catastrophic or unforeseen illness, injury or impairment that meets

both of the following criteria: a) has caused or is likely to cause, the employee to take leave without pay; b) requires continuing treatment or supervision by a licensed health care provider. The definitions and documentation of catastrophic or unforeseen illness, injury or impairment will be interpreted and documented in accordance with the provisions of Family Medical Leave Act (FMLA).

14.2.4. The employee receiving donated leave has exhausted, or soon will exhaust, all accrued leave such as vacation leave, comp time, sick leave, holiday leave, and/or administrative leave, if applicable. Employees in these situations must make application to receive donated sick leave by completing the Application for Donated Leave form developed and issued by Administrative Services.

14.2.5. Employees subject to this program and determined eligible to receive donated sick leave are also required to submit a claim for short-term disability. Use of the employee's own accrued leave balance and any donated leave amounts will be coordinated with disability benefits to achieve at or near the equivalent of 80 hours of pay per pay period. Use of donated leave is taxable income to the recipient and subject to withholding as required by law.

14.3. Continuation of Benefits for Employee

14.3.1. Employees who are on an approved medical leave of absence or an approved leave of absence without pay under FMLA will continue to receive benefits as set forth in the PPP Section 5.3 Continuation of Benefits Coverage.

14.4. Donation Procedure & Limitations

14.4.1. Donations of accrued leave time shall be made in minimum increments of four (4) whole hour blocks of time.

14.4.2. To retain sufficient accrued leave to meet their own needs, donors contributing accrued leave must not reduce their total accumulated accrued leave balances to fewer than one hundred sixty (160) hours. The donation of leave accrual shall not be counted against the current year accrual and will not, therefore, count against usage for the current year for purposes of the annual sick leave cash out program (Standard Practice 2-9) . Donation of accrued leave is irrevocable and will be deducted from the donor's accruals in the pay period following the request. Donated accrued leave will be reimbursed if it has not been used by the end of the recipient's need. Verification, obtained by the APCO or designee, ensuring that these conditions have been met will be done prior to the transfer of time from one employee to another

14.4.3. Nothing in this program shall be construed to require donations of time from one employee to another. To emphasize the voluntary nature of the donation, the names of the donors will not be made available to the recipient. Recipient employees are expected to refrain from personally soliciting donations from other District employees. However, the APCO or designee may announce a need and offer all District employees the opportunity

to contribute. The notice of need shall not be construed as a demand or as an order for employees to contribute. There shall remain confidentiality of employees subject to the receipt of donated leave

14.4.4. Employees who wish to donate leave accrual must provide written authorization to the Director of Administrative Services for the transfer of accrual by completing a Leave Donation Form developed and issued by Administrative Services. Administrative Services will confirm the donor has sufficient accrued leave for donation and sufficient leave accruals (particularly sick leave) available for the donating employee to meet their own needs.

14.4.5. The accrued leave donated will be converted to its cash value at the donor's base rate of pay and then credited to the recipient in equivalent hours of sick leave at the recipient's base rate of pay. For example: Employee A donates 10 hours of leave at Employee A's rate of pay \$50/hour. Employee B's rate of pay is \$25/hour, therefore the donated leave available to Employee B is 20 hours.

14.4.6. Following verification, the donations will be used for the recipient in the order they were received. Once the recipient has exhausted all paid leave, donations will be processed on a pay period by pay period basis. This process will continue until such time as the recipient's status changes and they are no longer eligible for donations, or until no donations are available. When the need is resolved or the process is concluded, any remaining unused donations will be returned to the donor(s).

14.5. Definitions

14.5.1. "Immediate family" - The husband, wife, father/step, mother/step, brother/step, sister/step, child/step, legally registered domestic partners and legal dependents of the employee receiving the donation of leave.

14.5.2. "Serious health condition" - An illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility or continuing treatment by a health care provider which is expected to incapacitate the employee or a member of the employee's immediate family requiring the employee to take time off from work to care for themselves or that family member.

14.5.3. Any other definition and or procedure not otherwise defined in this standard practice shall be as defined or set forth in the FMLA and its implementing regulations.

15. RETIREMENT PROGRAM

15.1. Employee Contributions to SBCERA. The District shall pick up a portion of the required contribution of each eligible employee, except as set forth in 15.1.3 below, in the General Unit to the San Bernardino County Employees' Retirement Association as follows:

15.1.1. For employees hired on or before 6/30/09: The District shall pay (“pick up”) the first seven percent (7%) of the employee's earnable compensation, as that term is defined in the County Employees Retirement Law of 1937 (“CERL”), towards the required member contribution. Beginning July 1, 2017 the District pickup shall be reduced by 1%, with further 1% reductions effective July 1, 2018, 2019, 2020, and 2021.

Notwithstanding the preceding, the portion of the required member contribution rate paid by employees shall not exceed the member contribution rate established by SBCERA for Tier 2 members, as adjusted from time to time by SBCERA. Notwithstanding further, the member contribution shall not exceed 10% of the employee’s earnable compensation.

15.1.2. For employees hired on or after 7/1/09: Employees shall pay the first seven percent (7%) of the employee's earnable compensation, as that term is defined in the CERL, towards the required member contribution. Beginning July 1, 2017 the employee share shall increase by 1%, with further 1% increases effective July 1, 2018, 2019, 2020, and 2021. Notwithstanding the preceding, the portion of the required member contribution rate paid by employees shall not exceed the member contribution rate established by SBCERA for Tier 2 members, as adjusted from time to time by SBCERA. The District will pick up the balance of the required member contribution. Notwithstanding further, the member contribution shall not exceed 10% of the employee’s earnable compensation.

15.1.3 For employees hired on or after 1/1/13: Employees that are determined to be Tier 2 members by SBCERA shall pay the required member contribution rate as determined by SBCERA. The District will not be responsible for any portion of the required member contribution. This provision shall remain in effect through the term of this agreement and shall not be reversed or invalidated on expiration of the agreement.

15.1.4 A new employee hired on or after 1/1/13 who is determined to be a Tier 1 member by SBCERA shall be subject to the same terms set forth in Section 15.1.2.

15.2. Employees who have thirty (30) years of service credit and no longer make retirement contributions under the provisions of the County Employee's Retirement Law of 1937 and employees over the age of 60 in a regular position who choose not to be a member of the Retirement Association, shall be paid in taxable wages in the amount of the District's retirement contribution.

15.3. Deferred Compensation

15.3.1 Employees shall be eligible to enroll in the deferred compensation plan offered by the District from the first day of employment. Employees are permitted to specify amounts to be deducted from the employee's paycheck for deposit to the District's deferred compensation account. The MDAQMD Deferred Compensation Plan (457(b)) contains the plan specifics.

15.4. 401(a) Matching Contribution Plan

15.4.1 The District has established a 401(a) Matching Contribution Plan. The District will contribute an amount equal to 6% of the employee's salary deferrals made during the prior calendar year to the MDAQMD Deferred Compensation Plan (457(b)). The District's match shall not be applied to catch-up contributions and additional elective deferrals. (See MDAQMD 401(a) Matching Contribution Plan, Article VII).

15.4.2 Employees are eligible to be credited the matching contribution when they have elected to participate in the MDAQMD Deferred Compensation Plan. (See MDAQMD 401(a) Matching Contribution Plan, Article VI)

15.4.3 Employees are fully vested and shall have a non-forfeitable and vested right to their retirement account (401(a)) following five years of service with the District. (See MDAQMD 401(a) Matching Contribution Plan, Article IX).

15.4.5 In no event shall any contribution into the District's 401(a) Matching Contribution Plan exceed the maximum amount allowable by law.

16. RETIREE MEDICAL BENEFIT

16.1. General:

16.1.1. The District agrees to pay to eligible employees in the General Unit, who retire from active service at the MDAQMD, a portion of the premium of CalPers health insurance for the employee and his or her spouse.

16.2. Eligibility:

16.2.1. Retiring employee shall be eligible for retiree medical benefits under the following conditions:

(a) Retiring employee must be enrolled in the District's CalPers health plan at the time of the retirement.

(b) Retiring employee must have a minimum total of twenty (20) years of public service with any of the member agencies of the District and any air district in California.

(c) However, a minimum of ten (10) years must have been served with the District. Years of public service with the District shall be calculated in the same manner as the calculation of time of employment set forth in Health & Safety Code §41265.

16.3. Calculation of Premium Portion:

16.3.1. The portion of the premium to be paid shall be calculated as 2% per service year from the date of hire with the District. The date of hire with the District shall be calculated in the same manner as the calculation of time of employment set forth in Health & Safety Code §41265. For those eligible employees hired between 7/1/1993 and

7/1/2009 years of service with a member agency or any air district in California shall be added to District years of service for the purposes of the premium portion calculation.

16.3.2. In no case shall the portion of the premium to be paid exceed the Flexible Benefit amount for a full time employee as set forth in Section 9 herein.

16.4. Length of Benefit:

16.4.1. Such benefit is payable from the date of retirement to five (5) years, or until the date retiree becomes eligible for Medicare, or until the date retiree discontinues the coverage, whichever occurs first.

16.5. For the purposes of Section 16.2.1(b), a "member agency" is defined as a city or county that lies in whole or in part within the boundaries of the District.

17. TUITION AND PROFESSIONAL ORGANIZATION DUES REIMBURSEMENT

17.1. The District agrees to maintain a Tuition and Dues Reimbursement Fund for the employees in the General Unit.

17.2. Reimbursement from the Fund may be used for tuition or professional dues or both so long as the employee does not use the reimbursement for dues of more than two (2) professional organizations.

17.3. Reimbursement is available for each such full-time employee pursuant to "Reimbursement Program" developed and which may be amended by the APCO in coordination with the Labor Management Task Force. Any reimbursement that may exceed the limits of Governing Board Policy 94-1 is subject to the approval of the District's Governing Board.

17.4. The District agrees to appropriate to the Fund each fiscal year sufficient sums to make available an aggregate amount equal to Five Hundred Dollars (\$500.00) per each full-time employee in the General Unit. The District also agrees that on June 30 of each year, the amount remaining in the Fund will be moved for separate accounting and allowed to accrue each year, without interest, and may be available for withdrawal for tuition reimbursement requests in accordance with Standard Practice No. 2-12, as amended.

18. PERSONALIZED PROTECTIVE EQUIPMENT ENHANCEMENT

18.1. Governing Board Policy No. 96-5 Occupational Illness and Injury Prevention Program ensures District compliance with providing personal protective equipment for all District employees.

18.2. Employees are eligible to enhance their personalized protective equipment if their position requires it as part of their field work. If it is uncertain whether an employee will be required to wear enhanced personalized protective equipment, no purchase will be made until it is actually

needed. Enhanced personalized protective equipment shall be described as safety shoes and safety prescription eyeglasses.

18.3. The maximum benefit available per calendar year will be one hundred thirty Dollars (\$130.00) . Employees may purchase any kind of enhanced personalized protective equipment, as described above that will be acceptable at the locations where they will be required to wear them. Employees will be responsible for any amount exceeding \$130.00 during the calendar year.

18.4. Safety shoes will be replaced when they wear out. New employees whose position require wearing safety shoes will be fitted for safety shoes shortly after they start working for the District. Employees who are in designated job categories will be required to wear safety shoes while on duty in the field.

18.5. Safety prescription eyeglasses will be replaced as prescribed by the employee's attending eye care professional.

COMPENSATION

19. WAGES

19.1. Effective July 1, 2017, the wage rate for each employee in the General Unit will increase **2.0%** as set forth in Exhibit 1 – Salary Range Table.

19.2 Effective July 1, 2018 the wage rate for each employee in the General Unit will increase **2.0%** as set forth in Exhibit 2 – Salary Range Table.

19.3 Effective July 1, 2019 the wage rate for each employee in the General Unit will increase **2.0%** as set forth in Exhibit 3 – Salary Range Table.

19.4 Effective July 1, 2020 the wage rate for each employee in the General Unit will increase **2.5%** as set forth in Exhibit 4 – Salary Range Table.

19.5 Effective July 1, 2021 the wage rate for each employee in the General Unit will increase **2.5%** as set forth in Exhibit 5 – Salary Range Table.

20. SALARY ADJUSTMENT

20.1. The performance evaluation shall be made up of a list of duties and standards that reflects the employee's position description and duties. Employees will be evaluated based upon these standards. Salary increases will be given for performance evaluations rated “meets,” “satisfactory,” or scored 3.0, or higher on a scale of 1 to 5. The maximum salary adjustment available is 2½% of base hourly rate of pay, as set forth in the appropriate Salary Range Table.

21. LONGEVITY AWARD

21.1. In pay period one, longevity awards shall be granted to eligible employees in an amount not to exceed 2½% of the annual base pay as calculated in pay period 26 of the prior calendar year subject to:

21.1.1. The employee having reached or passed the top step in their respective pay range on July 1 of the previous calendar year; and

21.1.2. The employee having received a successfully rated performance evaluation as described in section 20.1.

22. OVERTIME AND NIGHT SHIFT DIFFERENTIAL

22.1. It is the policy of the District to avoid overtime and night shift work whenever possible. Overtime work shall be used only to supply essential public services or perform necessary duties during emergencies or where performance of overtime work by regular employees is more economical than adding new employees by creation of new regular or temporary position.

22.2. Employees of the District shall obtain authorization for overtime prior to commencement of overtime from the employee's immediate supervisor. Failure to obtain such authorization may result in disciplinary action.

22.3. Employees of the District required to work overtime are compensated at time and one-half their regular hourly rate of pay for each and every hour worked in excess of forty (40) hours worked in the seven day work week.

22.4. Employees of the District called or required to work between 10:00 P.M. and 6:00 A.M. may be eligible for night shift differential. Compliance activities, including but not limited to inspections and investigations, and travel commenced by employees prior to 6:00 A.M. and/or terminating after 10:00 P.M. shall not be eligible for the night shift differential unless the employee's immediate supervisor has designated such compliance activities or travel eligible for night shift differential in writing prior to commencement of the work.

22.5. Employees of the District eligible for the night shift differential are compensated at time and one-half their regular hourly rate of pay for each and every hour worked between 10:00 P.M. and 6:00 A.M. provided such work is eligible for the night shift differential as set forth above. Any employee who works between 10 P.M. and 6 A.M. and is eligible for such night shift differential shall be paid for a minimum of four (4) hours of work.

23. COMPENSATORY TIME

23.1. An employee may accrue compensatory time in lieu of overtime unless prohibited from doing so by the employee's supervisor. Those employees eligible for compensatory time may accrue such time to a maximum of eighty (80) hours. Compensatory time shall be calculated at one and one-half times the number of hours worked over forty hours during the established work

week. Compensatory time must be reported on the employee's time card and submitted to the Administrative Services. Compensatory time used shall also be reported on the employee's time card and submitted to the Administrative Services.

23.2. Employees shall be encouraged to use compensatory time as quickly as possible depending on the work load of the assigned department. All compensatory time accrued and not used within the six month period immediately preceding April and October of each year shall be paid off. The APCO may authorize payment in lieu of compensatory time whenever it is impractical or not in the best interests of the District for the employee to make use of the compensatory time off.

24. ASSIGNMENT TO HIGHER CLASSIFICATION

24.1. Upon request from the employee, an employee directed to continuously perform duties in a higher classification shall be entitled to a salary rate increase to the higher classification for the time actually worked in excess of one hundred sixty (160) hours, consecutively, per fiscal year, unless specifically waived by the employee. The employee must demonstrate the ability to perform the duties of the higher level classification in order to qualify for the salary rate increase, which shall commence only after the 160 consecutive hours have been worked in the higher classification.

LEAVE PROVISIONS

25. SICK LEAVE

25.1. Accrual

25.1.1. The accrual rate for sick leave for each full-time employee in the General Unit shall be 3.69 hours per pay period.

25.2. Conversion to Cash:

25.2.1. Any employee may elect to convert to cash at the employee's current hourly rate of pay thirty percent (30%) of the unused sick leave each July that was accrued during the preceding fiscal year provided the subject employee leaves a minimum sick leave balance of one hundred sixty (160) hours. Employees must submit a pre-election agreement to convert sick leave to cash by June 30 of the year before the leave will accrue. For example, an employee must elect by June 30, 2016 to convert 30% of unused sick leave earned from July 1, 2016 – June 30, 2017 to cash in July 2017 if the employee's remaining sick leave balance at the time of conversion will be at least 160 hours.

25.3. Payment Upon Separation:

25.3.1. After ten (10) years of continuous service from the date of hire in a regular position, and upon retirement, death, or separation, an employee will be paid for unused sick leave balances according to the following formula:

<u>Sick Leave Balance as of Date of Separation</u>	<u>Cash Payment Percentage of Hours of Sick Leave Balance</u>
480 hours or less	30%
481 to 600 hours	35%
601 to 720 hours	40%
721 to 840 hours	45%
841 to 1,000 hours	50%

25.4. Vacation Conversion Option.

25.4.1. Any employee may exchange accrued sick leave hours in excess of eight hundred forty (840) hours for vacation time on the basis of two (2) hours of sick leave for one (1) hour of vacation leave. Any such exchange must be made in forty (40) hour increments of accrued sick leave.

26. VACATION

26.1. The accrual rate for vacation leave and accrual limits for each full-time employee in the General Unit is as follows:

26.1.1. Accrual of 3.08 hours per pay period during the first four years of continuous employment. Employees shall be allowed to accrue a maximum of two hundred (200) hours vacation during the first four years continuous service.

26.1.2. Accrual of 4.62 hours per pay period during the years five through nine of continuous employment. Employees shall be allowed to keep a maximum of two hundred eighty (280) hours vacation during the fifth through ninth year of continuous service; and

26.1.3. Accrual of 6.15 hours per pay period following the ninth year through fourteen years of continuous employment. Such employees shall be allowed to keep a maximum of three hundred sixty (360) hours vacation during the ninth through fourteenth year of continuous service.

26.1.4. Accrual of 6.46 hours per pay period following the fourteenth year of continuous employment and increasing by 0.3077 hours per pay period each successive year; thereafter of continuous employment up to a maximum of 9.23 hours per pay period. Such employees shall be allowed to keep a maximum of three hundred sixty (360) hours vacation following the fourteenth year of continuous service.

27. CELL PHONE STIPEND

27.1. A stipend in the amount of \$125 will be paid annually to employees who choose to use their personal cell phones to conduct any business with the District (including communication with supervisor or co-workers about attendance, etc.). Employees will

have to "elect" to receive the stipend and sign a waiver/disclosure that they are permitting District staff to contact them via text or phone and that they understand that some of the information on their personal cell phones may be subject to retention and disclosure under the California Public Records Act. The District will pay the stipend in payperiod 15 for 2017, and payperiod 1 for 2018, 2019, 2020, 2021, and 2022 on presentation of the election agreement.

28. EMPLOYEE WELLNESS PROGRAM

28.1. The District will reimburse up to \$240 per year based on evidence of payment via contract or payroll deduction for membership fees paid. Programs may include gym membership, or participation in a wellness activity including but not limited to a weight loss program, or a smoking cessation program. Program qualification will be subject to justification and approval by the APCO. Reimbursement may be lump sum on evidence of payment or per payperiod benefit for recurring contracts.

29. HOLIDAY CLOSURE

29.1. District offices will be closed on the following dates without loss of compensation to employees:

29.1.1. December 27 and 28, 2017.

29.1.2. December 26 and 27, 2018.

29.1.3. December 23, 26 and 30, 2019.

29.1.4. December 29 and 30, 2020 and "move" Holiday hours for December 25 (Friday) to Monday December 28.

29.1.5. December 28 and 29, 2021 and "move" Holiday hours for December 24 (Friday) to Monday December 27.

30. BEREAVEMENT LEAVE

30.1 When a death occurs in the immediate family, regular employees are entitled up to three days paid (without impact to employee's leave accruals) Bereavement Leave. Bereavement Leave may be used only in the loss of a spouse, domestic partner, children, parents, parents of current spouse, sister, brother, grandparents, step-parents, half-brother, half-sister, sister-in-law, brother-in-law or any individual who may have a true parental relationship to the employee.

31. MANAGEMENT AND EMPLOYEE RIGHTS

31.1. Management Rights

31.1.1. In order to insure that the District is able to carry out its functions and responsibilities imposed by law, the District has and will retain the exclusive right to

manage and direct the performance of District services and therefore the following matters will not be subject to the meet and confer process but shall be within the exclusive discretion of the District:

- (a) To determine public policy;
- (b) To determine the merits, necessity or organization of any service or activity conducted by the District;
- (c) To determine and change the facilities, methods, means and personnel by which the District operations are to be conducted;
- (d) To expand or diminish services;
- (e) To determine and change the number of locations, relocations and types of operations and the process and materials to be employed in carrying out all District functions, including but not limited to, the right to subcontract any work or operation;
- (f) To determine the size and composition of the work force, to assign work to employees in accordance with requirements as determined by the District, to establish and change work schedules and assignments, and to determine and change the days and hours when employees shall work;
- (g) To relieve employees from duty because of lack of work or funds or other legitimate reasons;
- (h) To discharge, suspend or otherwise discipline employees in accordance with established personnel rules;
- (i) To determine job classifications;
- (j) To hire, transfer, promote and demote employees;
- (k) To determine policies, procedures and standards for selection, training, and promotion of employees;
- (l) To establish employee performance standards including but not limited to, quality and quantity standards;
- (m) To maintain the efficiency of District operations;
- (n) To take any and all necessary actions to carry out its missions in emergencies;
- (o) To exercise complete control and secretion over the District's organization and technology of performing its work and services; and
- (p) To establish reasonable work and safety rules and regulations in order to maintain the efficiency and economy desirable in the performance of District services.

31.2. Employee Rights

31.2.1. Except as otherwise provided by law or by these rules and regulations, employees of the District shall have the right to form, join and participate in the activities of an employee organization of their own choosing for the purpose of representation in matters of employer-employee relations. District employees also have the right to refuse to join or participate in the activities of the employee organization and shall have the right to represent themselves individually in their employment relations with the District. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by the District or by an employee organization because of his or her exercise of

these rights. Notwithstanding the above, nothing herein shall be construed as restricting employee organization rights as specified in Section 3502.5 of the Government Code.

32. POLICY PROHIBITING EMPLOYEE HARASSMENT

32.1. Introduction:

32.1.1. The District strongly disapproves of any form of unlawful discrimination against its employees. This includes discriminatory harassment of District employees. It can result in high turnover, absenteeism, low morale, and an uncomfortable work environment. Since Federal and State law prohibit harassment, employee harassment may constitute a criminal offense.

32.1.2. The District strictly prohibits unlawful harassment. This includes harassment on the basis of sex, sexual orientation, race, color, ancestry, religious creed, handicap or disability, medical condition, age (over forty), marital status, or any other protected class under applicable law.

32.2. Application

32.2.1. The policy applies to all phases of the employment relationship, including recruitment, testing, hiring, upgrading, promotion/demotion, transfer, layoff, termination, rates of pay, benefits, and selection for training.

32.2.2. The policy applies to all officers and employees of the District, including, but not limited to, full- and part-time employees, temporary employees, and persons working under contract for the District.

32.3. The full text of this policy is recorded in Rule 7 of the PPP.

33. FULL UNDERSTANDING, MODIFICATION, AND WAIVER

33.1. The parties acknowledge that during the negotiations, which resulted in this Agreement, each had the full right and adequate opportunity to make demands and proposals with respect to any subject or matter within the scope of representation, and that the understandings arrived at after the exercise of that right are set forth in this Agreement. The express provisions of this Agreement, for its duration, therefore, constitute the complete and total contract between the District and the Union with respect to wages, hours, and other terms and conditions of employment. Any prior or existing agreements between the parties, whether formal or informal, regarding any such matters, are hereby superseded and terminated in their entirety. Therefore, the District and the Union, for the life of this Agreement, each voluntarily waives the right to meet and confer in good faith with respect to any subject or matter referred to or covered in this Agreement or within the scope of representation.

33.2. Notwithstanding the above, the parties may mutually agree to meet and confer on a specific matter.

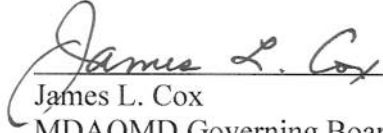
34. DURATION OF AGREEMENT

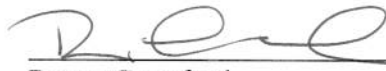
34.1. Except as herein provided, the terms and conditions of this Memorandum of Understanding became effective at 12:01 a.m. on July 1, 2017 and shall expire at 12:00 midnight on June 30, 2022. If a successor Memorandum of Understanding has not been reached by 12:00 midnight of June 30, 2022 the terms and conditions of this Memorandum of Understanding shall be extended for one (1) year or until a successor Memorandum of Understanding is adopted, whichever occurs sooner.

34.2. In the event either party hereto desires to negotiate the provisions of a successor memorandum of understanding, such party shall serve upon the other, 90 days prior to the termination date of this Agreement, its written request to commence negotiations and, to the extent reasonably possible, its full and entire written proposal for such successor memorandum of understanding. Upon receipt of such written notice and proposal, negotiations shall begin thereafter, no later than 60 days prior to the termination date of this Agreement.

IN WITNESS WHEREOF, the parties having entered into this Agreement have caused their authorized representatives to execute this Memorandum of Understanding on this 1st day of July, 2017.

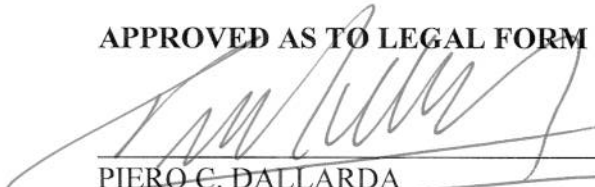
**MOJAVE DESERT AIR QUALITY
MANAGEMENT DISTRICT**


James L. Cox
MDAQMD Governing Board Chair


Roger Crawford
Labor Negotiator, Best Best & Krieger


Brad Poiriez
Executive Director/APCO

APPROVED AS TO LEGAL FORM


PIERO C. DALLARDA
Special Counsel to the Governing Board

TEAMSTERS LOCAL 1932

Fred Lowe
Staff Coordinator, Teamsters Local 1932

Tracy Walters
Negotiating Committee

William Berghoff
Negotiating Committee

Barbara Lods
Negotiating Committee

Jason Mentry
Negotiating Committee

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**MOJAVE DESERT AIR QUALITY
MANAGEMENT DISTRICT**

James L. Cox
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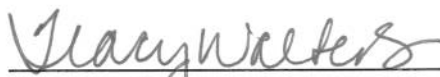
Brad Poiriez
Executive Director/APCO

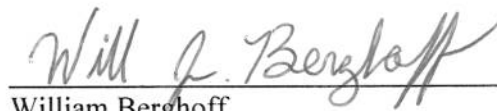
APPROVED AS TO LEGAL FORM

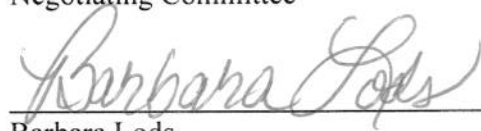
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**MOJAVE DESERT AIR QUALITY
MANAGEMENT DISTRICT**

James L. Cox
MDAQMD Governing Board Chair

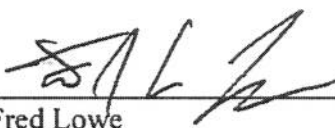
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SALARY SCHEDULE
Effective July 1, 2017

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	14.11	14.46	14.82	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.93	2,445 - 2,979
601	14.46	14.82	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.94	20.43	2,507 - 3,054
602	14.83	15.20	15.58	15.97	16.36	16.77	17.19	17.62	18.06	18.52	18.98	19.45	19.94	20.44	20.95	2,570 - 3,131
603	15.19	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.44	19.93	20.43	20.94	21.46	2,633 - 3,208
604	15.57	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.98	19.45	19.94	20.44	20.95	21.47	22.01	2,700 - 3,289
605	15.96	16.36	16.77	17.19	17.62	18.06	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	2,766 - 3,371
606	16.37	16.77	17.19	17.62	18.06	18.52	18.98	19.45	19.94	20.44	20.95	21.47	22.01	22.56	23.12	2,837 - 3,456
607	16.77	17.19	17.62	18.06	18.51	18.98	19.45	19.94	20.43	20.94	21.47	22.01	22.56	23.12	23.70	2,907 - 3,542
608	17.19	17.62	18.06	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.12	23.69	24.29	2,979 - 3,630
609	17.62	18.06	18.52	18.98	19.45	19.94	20.44	20.95	21.47	22.01	22.56	23.12	23.70	24.30	24.90	3,055 - 3,722
610	18.06	18.51	18.98	19.45	19.94	20.43	20.95	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	3,131 - 3,814
611	18.51	18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.29	24.89	25.51	26.15	3,208 - 3,909
612	18.98	19.45	19.94	20.44	20.95	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	3,289 - 4,008
613	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.81	27.48	3,370 - 4,107
614	19.93	20.43	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.89	25.52	26.16	26.81	27.48	28.17	3,455 - 4,210
615	20.43	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	3,542 - 4,315
616	20.94	21.47	22.00	22.55	23.12	23.70	24.29	24.89	25.52	26.16	26.81	27.48	28.17	28.87	29.59	3,630 - 4,423
617	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.80	27.48	28.16	28.87	29.59	30.33	3,720 - 4,533
618	22.00	22.55	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	3,814 - 4,647
619	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.60	30.34	31.09	31.87	3,910 - 4,764
620	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.66	4,007 - 4,882
621	23.70	24.29	24.90	25.52	26.16	26.81	27.49	28.17	28.88	29.60	30.34	31.10	31.87	32.67	33.49	4,108 - 5,005
622	24.29	24.90	25.52	26.16	26.82	27.49	28.17	28.88	29.60	30.34	31.10	31.87	32.67	33.49	34.33	4,211 - 5,131
623	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.67	33.48	34.32	35.18	4,315 - 5,258
624	25.52	26.16	26.81	27.48	28.17	28.87	29.60	30.34	31.09	31.87	32.67	33.49	34.32	35.18	36.06	4,424 - 5,390
625	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.66	33.48	34.32	35.18	36.06	36.96	4,534 - 5,524
626	26.81	27.48	28.17	28.87	29.59	30.33	31.09	31.87	32.67	33.48	34.32	35.18	36.06	36.96	37.88	4,647 - 5,662
627	27.48	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	4,763 - 5,803
628	28.16	28.87	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79	4,882 - 5,948
629	28.87	29.59	30.33	31.09	31.87	32.66	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.79	5,004 - 6,097
630	29.59	30.33	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79	40.79	41.81	5,129 - 6,249
631	30.34	31.10	31.87	32.67	33.49	34.32	35.18	36.06	36.96	37.89	38.84	39.81	40.80	41.82	42.87	5,259 - 6,407
632	31.09	31.86	32.66	33.48	34.31	35.17	36.05	36.95	37.88	38.82	39.79	40.79	41.81	42.85	43.93	5,388 - 6,565
633	31.87	32.66	33.48	34.32	35.18	36.06	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	5,524 - 6,730
634	32.67	33.49	34.32	35.18	36.06	36.96	37.89	38.83	39.80	40.80	41.82	42.86	43.94	45.03	46.16	5,663 - 6,899
635	33.48	34.32	35.18	36.05	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	5,803 - 7,071
636	34.32	35.18	36.06	36.96	37.89	38.83	39.80	40.80	41.82	42.86	43.94	45.03	46.16	47.31	48.50	5,949 - 7,249
637	35.18	36.06	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	6,097 - 7,429
638	36.06	36.96	37.89	38.83	39.80	40.80	41.82	42.86	43.94	45.03	46.16	47.31	48.50	49.71	50.95	6,250 - 7,616
639	36.96	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.94	52.22	6,406 - 7,805
640	37.88	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.52	6,566 - 8,000
641	38.83	39.80	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.52	54.86	6,730 - 8,200
642	39.80	40.79	41.81	42.86	43.93	45.02	46.15	47.30	48.49	49.70	50.94	52.21	53.52	54.86	56.23	6,898 - 8,404
643	40.79	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.53	54.86	56.24	57.64	7,071 - 8,615
644	41.81	42.86	43.93	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.53	54.86	56.23	57.64	59.08	7,248 - 8,831
645	42.86	43.94	45.03	46.16	47.31	48.50	49.71	50.95	52.23	53.53	54.87	56.24	57.65	59.09	60.57	7,430 - 9,053
646	43.94	45.03	46.16	47.31	48.50	49.71	50.95	52.23	53.53	54.87	56.24	57.65	59.09	60.57	62.08	7,616 - 9,279
647	45.03	46.15	47.31	48.49	49.70	50.95	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	7,805 - 9,510
648	46.15	47.31	48.49	49.70	50.94	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	8,000 - 9,747
649	47.31	48.49	49.70	50.94	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	8,200 - 9,991
650	48.49	49.71	50.95	52.22	53.53	54.87	56.24	57.64	59.08	60.56	62.08	63.63	65.22	66.85	68.52	8,405 - 10,241
651	49.71	50.95	52.23	53.53	54.87	56.24	57.65	59.09	60.57	62.08	63.63	65.22	66.85	68.53	70.24	8,616 - 10,498
652	50.95	52.22	53.53	54.87	56.24	57.64	59.08	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	8,831 - 10,760
653	52.22	53.52	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	9,051 - 11,028
654	53.53	54.87	56.24	57.64	59.09	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	73.79	75.63	9,278 - 11,305
655	54.86	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	9,509 - 11,586
656	56.23	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.52	70.23	71.98	73.78	75.63	77.52	79.46	9,747 - 11,876
657	57.64	59.08	60.56	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	79.45	81.44	9,991 - 12,173
658	59.08	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.45	83.48	10,241 - 12,478
659	60.56	62.08	63.63	65.22	66.85	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.45	83.48	85.57	10,497 - 12,790
660	62.07	63.62	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	79.46	81.44	83.48	85.56	87.70	10,759 - 13,109
661	63.63	65.22	66.85	68.52	70.24	71.99	73.79	75.64	77.53	79.47	81.45	83.49	85.58	87.72	89.91	11,029 - 13,438
662	65.21	66.84	68.51	70.23	71.98	73.78	75.63	77.52	79.45	81.44	83.48	85.56	87.70	89.90	92.14	11,303 - 13,772
663	66.85	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.44	83.48	85.57	87.71	89.90	92.15	94.45	11,587 - 14,117
664	68.52	70.23	71.99	73.79	75.63	77.52	79.46	81.45	83.49	85.57	87.71	89.91	92.15	94.46	96.82	11,877 - 14,471
665	70.23	71.98	73.78	75.63	77.52	79.46	81.44	83.48	85.56	87.70	89.90	92.14	94.45	96.81	99.23	12,173 - 14,831
666	71.99	73.78	75.63	77.52	79.46	81.44	83.48	85.57	87.7							

SALARY SCHEDULE
Effective July 1, 2018

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	14.39	14.75	15.12	15.50	15.88	16.28	16.69	17.11	17.53	17.97	18.42	18.88	19.35	19.84	20.33	2,494 - 3,039
601	14.75	15.12	15.50	15.88	16.28	16.69	17.11	17.53	17.97	18.42	18.88	19.35	19.84	20.33	20.84	2,557 - 3,115
602	15.12	15.50	15.89	16.28	16.69	17.11	17.54	17.98	18.42	18.89	19.36	19.84	20.34	20.85	21.37	2,621 - 3,194
603	15.49	15.88	16.28	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	2,686 - 3,272
604	15.89	16.28	16.69	17.11	17.54	17.97	18.42	18.88	19.36	19.84	20.34	20.84	21.37	21.90	22.45	2,754 - 3,355
605	16.28	16.69	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	2,822 - 3,438
606	16.69	17.11	17.54	17.98	18.43	18.89	19.36	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	2,893 - 3,525
607	17.11	17.53	17.97	18.42	18.88	19.35	19.84	20.33	20.84	21.36	21.90	22.45	23.01	23.58	24.17	2,965 - 3,613
608	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	3,039 - 3,702
609	17.98	18.43	18.89	19.36	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	24.18	24.78	25.40	3,116 - 3,797
610	18.42	18.88	19.36	19.84	20.34	20.84	21.36	21.90	22.45	23.01	23.58	24.17	24.78	25.40	26.03	3,193 - 3,891
611	18.88	19.35	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.68	3,272 - 3,987
612	19.36	19.84	20.34	20.84	21.37	21.90	22.45	23.01	23.58	24.17	24.78	25.40	26.03	26.68	27.35	3,355 - 4,088
613	19.83	20.33	20.84	21.36	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.67	27.34	28.02	3,438 - 4,189
614	20.33	20.84	21.36	21.90	22.44	23.00	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	3,524 - 4,294
615	20.84	21.36	21.90	22.44	23.01	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	3,613 - 4,402
616	21.36	21.90	22.44	23.00	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.18	3,703 - 4,511
617	21.89	22.44	23.00	23.58	24.17	24.77	25.39	26.02	26.67	27.34	28.02	28.73	29.44	30.18	30.93	3,795 - 4,624
618	22.44	23.01	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.71	3,890 - 4,740
619	23.01	23.58	24.17	24.78	25.40	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.72	32.51	3,988 - 4,859
620	23.58	24.17	24.77	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.18	30.94	31.71	32.51	33.32	4,087 - 4,980
621	24.17	24.78	25.40	26.03	26.68	27.35	28.03	28.74	29.45	30.19	30.95	31.72	32.51	33.32	34.16	4,190 - 5,105
622	24.78	25.40	26.03	26.68	27.35	28.04	28.74	29.45	30.19	30.95	31.72	32.51	33.33	34.16	35.01	4,295 - 5,233
623	25.39	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88	4,402 - 5,363
624	26.03	26.68	27.35	28.03	28.73	29.45	30.19	30.94	31.72	32.51	33.32	34.16	35.01	35.88	36.78	4,512 - 5,498
625	26.68	27.35	28.03	28.73	29.45	30.18	30.94	31.71	32.51	33.32	34.15	35.00	35.88	36.78	37.70	4,624 - 5,634
626	27.35	28.03	28.73	29.45	30.19	30.94	31.71	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	4,740 - 5,775
627	28.03	28.73	29.45	30.18	30.94	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	4,858 - 5,919
628	28.73	29.45	30.18	30.94	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	40.59	4,979 - 6,067
629	29.45	30.18	30.94	31.71	32.51	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.60	40.60	41.61	5,104 - 6,219
630	30.18	30.94	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	40.59	41.60	42.64	5,231 - 6,374
631	30.94	31.72	32.51	33.32	34.16	35.01	35.89	36.78	37.70	38.65	39.61	40.60	41.62	42.66	43.72	5,364 - 6,535
632	31.71	32.50	33.31	34.15	35.00	35.88	36.77	37.69	38.63	39.60	40.59	41.60	42.64	43.71	44.80	5,496 - 6,697
633	32.50	33.32	34.15	35.00	35.88	36.78	37.70	38.64	39.60	40.59	41.61	42.65	43.72	44.81	45.93	5,634 - 6,865
634	33.32	34.15	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61	42.65	43.72	44.81	45.93	47.08	5,776 - 7,037
635	34.15	35.00	35.88	36.78	37.69	38.64	39.60	40.59	41.61	42.65	43.71	44.81	45.93	47.08	48.25	5,919 - 7,212
636	35.01	35.88	36.78	37.70	38.64	39.61	40.60	41.61	42.66	43.72	44.81	45.94	47.08	48.26	49.47	6,068 - 7,394
637	35.88	36.78	37.70	38.64	39.60	40.59	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	6,219 - 7,577
638	36.78	37.70	38.64	39.61	40.60	41.61	42.66	43.72	44.81	45.94	47.08	48.26	49.47	50.70	51.97	6,375 - 7,768
639	37.69	38.64	39.60	40.59	41.61	42.65	43.71	44.81	45.93	47.07	48.25	49.46	50.69	51.96	53.26	6,534 - 7,961
640	38.64	39.60	40.59	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.60	6,697 - 8,160
641	39.60	40.59	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.59	55.96	6,865 - 8,364
642	40.59	41.61	42.65	43.71	44.81	45.93	47.07	48.25	49.46	50.69	51.96	53.26	54.59	55.96	57.35	7,036 - 8,572
643	41.61	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.97	53.26	54.60	55.96	57.36	58.79	7,212 - 8,788
644	42.65	43.72	44.81	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.60	55.96	57.36	58.79	60.26	7,393 - 9,007
645	43.72	44.81	45.94	47.08	48.26	49.47	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	7,578 - 9,234
646	44.81	45.94	47.08	48.26	49.47	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	63.32	7,768 - 9,464
647	45.93	47.08	48.25	49.46	50.70	51.96	53.26	54.60	55.96	57.36	58.79	60.26	61.77	63.31	64.90	7,961 - 9,700
648	47.08	48.25	49.46	50.69	51.96	53.26	54.59	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	8,160 - 9,942
649	48.25	49.46	50.70	51.96	53.26	54.59	55.96	57.36	58.79	60.26	61.77	63.31	64.90	66.52	68.18	8,364 - 10,191
650	49.46	50.70	51.97	53.27	54.60	55.96	57.36	58.80	60.27	61.77	63.32	64.90	66.52	68.19	69.89	8,574 - 10,446
651	50.70	51.97	53.27	54.60	55.97	57.37	58.80	60.27	61.78	63.32	64.91	66.53	68.19	69.90	71.64	8,789 - 10,708
652	51.97	53.27	54.60	55.96	57.36	58.80	60.27	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	9,008 - 10,975
653	53.26	54.59	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	9,232 - 11,248
654	54.60	55.96	57.36	58.80	60.27	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	75.27	77.15	9,464 - 11,531
655	55.96	57.36	58.79	60.26	61.77	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	9,699 - 11,818
656	57.36	58.79	60.26	61.77	63.31	64.90	66.52	68.18	69.89	71.63	73.42	75.26	77.14	79.07	81.05	9,942 - 12,113
657	58.79	60.26	61.77	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	81.04	83.07	10,190 - 12,416
658	60.27	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	75.26	77.15	79.07	81.05	83.08	85.15	10,446 - 12,728
659	61.77	63.32	64.90	66.52	68.19	69.89	71.64	73.43	75.26	77.15	79.07	81.05	83.08	85.15	87.28	10,707 - 13,046
660	63.31	64.89	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	81.04	83.07	85.15	87.28	89.46	10,974 - 13,371
661	64.90	66.53	68.19	69.89	71.64	73.43	75.27	77.15	79.08	81.06	83.08	85.16	87.29	89.47	91.71	11,250 - 13,707
662	66.52	68.18	69.88	71.63	73.42	75.26	77.14	79.07	81.04	83.07	85.15	87.28	89.46	91.69	93.99	11,530 - 14,048
663	68.18	69.89	71.63	73.43	75.26	77.14	79.07	81.05	83.07	85.15	87.28	89.46	91.70	93.99	96.34	11,818 - 14,399
664	69.89	71.64	73.43	75.27	77.15	79.08	81.05	83.08	85.16	87.28	89.47	91.70	94.00	96.35	98.75	12,114 - 14,760
665	71.63	73.42	75.26	77.14	79.07	81.04	83.07	85.15	87.28	89.46	91.69	93.99	96.34	98.74	101.21	12,416 - 15,128
666	73.42	75.26	77.14	79.07	81.05	83.07	85.15	87.28	8							

SALARY SCHEDULE
Effective 7-1-2019

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	14.68	15.04	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	2,544 - 3,100
601	15.05	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	2,608 - 3,178
602	15.42	15.81	16.21	16.61	17.03	17.45	17.89	18.34	18.79	19.26	19.74	20.24	20.74	21.26	21.79	2,674 - 3,258
603	15.80	16.20	16.60	17.02	17.44	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.25	21.79	22.33	2,739 - 3,338
604	16.20	16.61	17.02	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	2,809 - 3,422
605	16.60	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	2,878 - 3,507
606	17.03	17.45	17.89	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	2,951 - 3,596
607	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.89	23.47	24.05	24.65	3,024 - 3,685
608	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	3,100 - 3,776
609	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	25.28	25.91	3,178 - 3,872
610	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.05	24.66	25.27	25.90	26.55	3,257 - 3,968
611	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	3,338 - 4,067
612	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.06	24.66	25.27	25.91	26.55	27.22	27.90	3,422 - 4,170
613	20.23	20.74	21.25	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.54	27.21	27.89	28.59	3,507 - 4,273
614	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	3,595 - 4,380
615	21.26	21.79	22.34	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	3,685 - 4,490
616	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	3,777 - 4,602
617	22.33	22.89	23.46	24.05	24.65	25.26	25.90	26.54	27.21	27.89	28.59	29.30	30.03	30.78	31.55	3,871 - 4,716
618	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	3,968 - 4,835
619	23.47	24.05	24.66	25.27	25.90	26.55	27.21	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	4,068 - 4,956
620	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	4,169 - 5,079
621	24.66	25.27	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	4,274 - 5,207
622	25.27	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	4,381 - 5,338
623	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	4,490 - 5,470
624	26.55	27.22	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	4,602 - 5,608
625	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.70	36.60	37.51	38.45	4,717 - 5,747
626	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	38.45	39.41	4,835 - 5,891
627	28.59	29.30	30.03	30.79	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	4,955 - 6,037
628	29.30	30.03	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	5,079 - 6,188
629	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.71	36.60	37.51	38.45	39.41	40.40	41.41	42.44	5,206 - 6,344
630	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	5,336 - 6,501
631	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	5,471 - 6,666
632	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	5,606 - 6,831
633	33.15	33.98	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	5,747 - 7,002
634	33.99	34.84	35.71	36.60	37.52	38.45	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.02	5,891 - 7,178
635	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	6,038 - 7,356
636	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	6,190 - 7,541
637	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	6,343 - 7,729
638	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	6,503 - 7,923
639	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	6,664 - 8,120
640	39.41	40.40	41.41	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	6,831 - 8,323
641	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	7,002 - 8,531
642	41.40	42.44	43.50	44.59	45.70	46.84	48.01	49.22	50.45	51.71	53.00	54.32	55.68	57.07	58.50	7,177 - 8,744
643	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	7,357 - 8,963
644	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	7,541 - 9,187
645	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	7,730 - 9,418
646	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	7,923 - 9,654
647	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.00	64.58	66.19	8,120 - 9,894
648	48.02	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	8,323 - 10,141
649	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	8,531 - 10,394
650	50.45	51.71	53.01	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	8,745 - 10,655
651	51.72	53.01	54.34	55.70	57.09	58.51	59.98	61.48	63.01	64.59	66.20	67.86	69.56	71.29	73.08	8,965 - 10,922
652	53.01	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	9,188 - 11,194
653	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	9,417 - 11,473
654	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	9,653 - 11,761
655	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	9,893 - 12,054
656	58.51	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.07	74.89	76.76	78.68	80.65	82.67	10,141 - 12,356
657	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	10,394 - 12,664
658	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	10,655 - 12,982
659	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	10,921 - 13,307
660	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	11,194 - 13,638
661	66.20	67.86	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.68	84.74	86.86	89.03	91.26	93.54	11,475 - 13,981
662	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	89.02	91.25	93.53	95.87	11,760 - 14,329
663	69.55	71.28	73.07	74.89	76.77	78.69	80.65	82.67	84.74	86.85	89.03	91.25	93.53	95.87	98.27	12,055 - 14,687
664	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.26	93.54	95.88	98.27	100.73	12,357 - 15,056
665	73.06	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	93.53	95.87	98.26	100.72	103.24	12,664 - 15,430
666	74.89	76.77	78.68	80.65	82.67	84.74	86.85	89.02								

SALARY SCHEDULE
Effective July 1, 2020

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	15.04	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	2,608 - 3,177
601	15.42	15.81	16.20	16.61	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	2,673 - 3,257
602	15.81	16.21	16.61	17.03	17.45	17.89	18.34	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	2,740 - 3,339
603	16.20	16.60	17.02	17.44	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.25	21.79	22.33	22.89	2,808 - 3,421
604	16.61	17.02	17.45	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	2,879 - 3,508
605	17.02	17.45	17.88	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	2,950 - 3,594
606	17.45	17.89	18.34	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	3,025 - 3,686
607	17.89	18.33	18.79	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.89	23.47	24.05	24.65	25.27	3,100 - 3,777
608	18.33	18.79	19.26	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	3,177 - 3,871
609	18.79	19.26	19.75	20.24	20.75	21.26	21.80	22.34	22.90	23.47	24.06	24.66	25.28	25.91	26.56	3,258 - 3,969
610	19.26	19.74	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.05	24.66	25.27	25.90	26.55	27.22	3,339 - 4,068
611	19.74	20.23	20.74	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	3,421 - 4,168
612	20.24	20.74	21.26	21.79	22.34	22.90	23.47	24.06	24.66	25.27	25.91	26.55	27.22	27.90	28.59	3,508 - 4,274
613	20.74	21.25	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.54	27.21	27.89	28.59	29.30	3,594 - 4,379
614	21.26	21.79	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	3,685 - 4,489
615	21.79	22.34	22.89	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	3,777 - 4,602
616	22.33	22.89	23.46	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	3,871 - 4,717
617	22.89	23.46	24.05	24.65	25.26	25.90	26.54	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	3,967 - 4,834
618	23.47	24.05	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	4,067 - 4,956
619	24.05	24.66	25.27	25.90	26.55	27.21	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	4,169 - 5,080
620	24.65	25.27	25.90	26.55	27.21	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	4,273 - 5,206
621	25.27	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	4,381 - 5,338
622	25.91	26.55	27.22	27.90	28.60	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.61	4,490 - 5,471
623	26.55	27.21	27.89	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	4,602 - 5,607
624	27.22	27.90	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	4,717 - 5,748
625	27.89	28.59	29.30	30.04	30.79	31.56	32.35	33.16	33.98	34.83	35.70	36.60	37.51	38.45	39.41	4,835 - 5,891
626	28.59	29.31	30.04	30.79	31.56	32.35	33.16	33.99	34.84	35.71	36.60	37.51	38.45	39.41	40.40	4,956 - 6,038
627	29.30	30.03	30.79	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	5,079 - 6,188
628	30.03	30.78	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	5,206 - 6,343
629	30.79	31.56	32.35	33.16	33.98	34.83	35.71	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	5,337 - 6,502
630	31.55	32.34	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.58	5,469 - 6,664
631	32.35	33.16	33.99	34.84	35.71	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	5,608 - 6,833
632	33.15	33.98	34.83	35.70	36.59	37.51	38.45	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.84	5,746 - 7,001
633	33.98	34.83	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.02	5,891 - 7,177
634	34.84	35.71	36.60	37.52	38.45	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.02	49.23	6,039 - 7,357
635	35.70	36.60	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	6,189 - 7,540
636	36.60	37.52	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	6,344 - 7,730
637	37.51	38.45	39.41	40.40	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	6,502 - 7,922
638	38.46	39.42	40.40	41.41	42.45	43.51	44.60	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	6,666 - 8,121
639	39.41	40.39	41.40	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.68	6,831 - 8,323
640	40.40	41.41	42.44	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	7,002 - 8,531
641	41.41	42.44	43.50	44.59	45.70	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	7,177 - 8,745
642	42.44	43.50	44.59	45.70	46.84	48.01	49.22	50.45	51.71	53.00	54.32	55.68	57.07	58.50	59.96	7,356 - 8,962
643	43.50	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	7,541 - 9,187
644	44.59	45.71	46.85	48.02	49.22	50.45	51.71	53.00	54.33	55.69	57.08	58.51	59.97	61.47	63.01	7,729 - 9,417
645	45.71	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	7,923 - 9,654
646	46.85	48.03	49.23	50.46	51.72	53.01	54.34	55.69	57.09	58.51	59.98	61.48	63.01	64.59	66.20	8,121 - 9,895
647	48.02	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.51	59.97	61.47	63.00	64.58	66.19	67.85	8,323 - 10,141
648	49.22	50.45	51.71	53.00	54.33	55.68	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	8,531 - 10,394
649	50.45	51.71	53.00	54.33	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	8,744 - 10,654
650	51.71	53.01	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	8,964 - 10,921
651	53.01	54.34	55.70	57.09	58.51	59.98	61.48	63.01	64.59	66.20	67.86	69.56	71.29	73.08	74.90	9,189 - 11,196
652	54.33	55.69	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	9,418 - 11,474
653	55.69	57.08	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	9,652 - 11,760
654	57.08	58.51	59.97	61.47	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	9,894 - 12,055
655	58.50	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	10,141 - 12,355
656	59.97	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.07	74.89	76.76	78.68	80.65	82.67	84.73	10,394 - 12,665
657	61.47	63.00	64.58	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	10,654 - 12,981
658	63.01	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	10,921 - 13,307
659	64.58	66.20	67.85	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.25	11,194 - 13,639
660	66.19	67.85	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	93.53	11,473 - 13,979
661	67.86	69.55	71.29	73.07	74.90	76.77	78.69	80.66	82.68	84.74	86.86	89.03	91.26	93.54	95.88	11,762 - 14,331
662	69.54	71.28	73.06	74.89	76.76	78.68	80.65	82.66	84.73	86.85	89.02	91.25	93.53	95.87	98.26	12,054 - 14,687
663	71.28	73.07	74.89	76.77	78.69	80.65	82.67	84.74	86.85	89.03	91.25	93.53	95.87	98.27	100.72	12,356 - 15,055
664	73.07	74.90	76.77	78.69	80.66	82.67	84.74	86.86	89.03	91.26	93.54	95.88	98.27	100.73	103.25	12,666 - 15,432
665	74.89	76.76	78.68	80.65	82.67	84.73	86.85	89.02	91.25	93.53	95.87	98.27	100.72	103.24	105.82	12,981 - 15,816
666	76.77	78.68	80.65	82.67	84.74	86.85	89.02	91								

SALARY SCHEDULE
Effective July 1, 2021

RANGE										Not attainable as of January 1, 2000						MONTHLY
	1	2	3	4	5	6	7	8	9	5	F	6	G	7	H	
600	15.35	15.73	16.12	16.53	16.94	17.36	17.80	18.24	18.70	19.16	19.64	20.13	20.64	21.15	21.68	2,660 - 3,241
601	15.73	16.12	16.53	16.94	17.36	17.80	18.24	18.70	19.17	19.65	20.14	20.64	21.16	21.68	22.23	2,727 - 3,322
602	16.13	16.53	16.94	17.37	17.80	18.25	18.70	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.79	2,795 - 3,406
603	16.52	16.94	17.36	17.79	18.24	18.69	19.16	19.64	20.13	20.63	21.15	21.68	22.22	22.78	23.35	2,864 - 3,489
604	16.94	17.36	17.80	18.24	18.70	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.78	23.35	23.94	2,936 - 3,578
605	17.36	17.79	18.24	18.69	19.16	19.64	20.13	20.64	21.15	21.68	22.22	22.78	23.35	23.93	24.53	3,009 - 3,666
606	17.80	18.25	18.70	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.79	23.36	23.94	24.54	25.15	3,086 - 3,759
607	18.24	18.70	19.17	19.65	20.14	20.64	21.16	21.68	22.23	22.78	23.35	23.94	24.53	25.15	25.78	3,162 - 3,853
608	18.70	19.16	19.64	20.13	20.64	21.15	21.68	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.42	3,241 - 3,948
609	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.79	23.36	23.94	24.54	25.15	25.78	26.43	27.09	3,323 - 4,049
610	19.65	20.14	20.64	21.16	21.69	22.23	22.78	23.35	23.94	24.54	25.15	25.78	26.42	27.08	27.76	3,405 - 4,149
611	20.13	20.64	21.15	21.68	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.42	27.08	27.75	28.45	3,490 - 4,252
612	20.64	21.16	21.69	22.23	22.78	23.35	23.94	24.54	25.15	25.78	26.42	27.08	27.76	28.46	29.17	3,578 - 4,359
613	21.15	21.68	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.08	27.75	28.45	29.16	29.89	3,666 - 4,467
614	21.68	22.23	22.78	23.35	23.93	24.53	25.15	25.77	26.42	27.08	27.76	28.45	29.16	29.89	30.64	3,758 - 4,579
615	22.23	22.78	23.35	23.94	24.53	25.15	25.78	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.41	3,853 - 4,694
616	22.78	23.35	23.93	24.53	25.15	25.77	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.40	32.19	3,949 - 4,811
617	23.35	23.93	24.53	25.14	25.77	26.41	27.07	27.75	28.45	29.16	29.89	30.63	31.40	32.18	32.99	4,047 - 4,931
618	23.94	24.53	25.15	25.78	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.40	32.19	32.99	33.82	4,149 - 5,055
619	24.53	25.15	25.78	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.41	32.19	33.00	33.82	34.67	4,253 - 5,182
620	25.15	25.77	26.42	27.08	27.76	28.45	29.16	29.89	30.64	31.40	32.19	32.99	33.82	34.66	35.53	4,359 - 5,311
621	25.78	26.42	27.08	27.76	28.46	29.17	29.90	30.64	31.41	32.20	33.00	33.83	34.67	35.54	36.43	4,468 - 5,444
622	26.42	27.09	27.76	28.46	29.17	29.90	30.64	31.41	32.20	33.00	33.83	34.67	35.54	36.43	37.34	4,580 - 5,581
623	27.08	27.76	28.45	29.16	29.89	30.64	31.41	32.19	33.00	33.82	34.67	35.53	36.42	37.33	38.26	4,694 - 5,719
624	27.76	28.45	29.17	29.89	30.64	31.41	32.19	33.00	33.82	34.67	35.54	36.42	37.33	38.27	39.22	4,812 - 5,863
625	28.45	29.16	29.89	30.64	31.40	32.19	32.99	33.82	34.66	35.53	36.42	37.33	38.26	39.22	40.20	4,931 - 6,008
626	29.16	29.89	30.64	31.41	32.19	33.00	33.82	34.67	35.53	36.42	37.33	38.26	39.22	40.20	41.21	5,055 - 6,159
627	29.89	30.63	31.40	32.19	32.99	33.82	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.20	42.23	5,181 - 6,312
628	30.63	31.40	32.19	32.99	33.81	34.66	35.53	36.41	37.33	38.26	39.21	40.20	41.20	42.23	43.29	5,310 - 6,470
629	31.40	32.19	32.99	33.82	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.21	42.24	43.29	44.37	5,443 - 6,632
630	32.19	32.99	33.81	34.66	35.53	36.41	37.32	38.26	39.21	40.19	41.20	42.23	43.29	44.37	45.48	5,579 - 6,797
631	33.00	33.82	34.67	35.54	36.43	37.34	38.27	39.23	40.21	41.21	42.24	43.30	44.38	45.49	46.63	5,720 - 6,969
632	33.81	34.66	35.53	36.41	37.33	38.26	39.21	40.20	41.20	42.23	43.29	44.37	45.48	46.61	47.78	5,861 - 7,141
633	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	6,008 - 7,321
634	35.53	36.42	37.33	38.27	39.22	40.20	41.21	42.24	43.30	44.38	45.49	46.62	47.79	48.99	50.21	6,159 - 7,505
635	36.42	37.33	38.26	39.22	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	6,312 - 7,691
636	37.33	38.27	39.22	40.20	41.21	42.24	43.30	44.38	45.49	46.63	47.79	48.99	50.21	51.47	52.75	6,471 - 7,885
637	38.26	39.22	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.74	54.06	6,632 - 8,081
638	39.22	40.20	41.21	42.24	43.30	44.38	45.49	46.63	47.79	48.99	50.21	51.47	52.75	54.07	55.42	6,799 - 8,284
639	40.20	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.74	54.06	55.41	56.80	6,968 - 8,489
640	41.20	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.75	54.06	55.42	56.80	58.22	7,142 - 8,702
641	42.23	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.46	52.74	54.06	55.42	56.80	58.22	59.68	7,321 - 8,919
642	43.29	44.37	45.48	46.62	47.78	48.98	50.20	51.45	52.74	54.06	55.41	56.80	58.22	59.67	61.16	7,503 - 9,142
643	44.37	45.48	46.62	47.79	48.98	50.20	51.46	52.75	54.06	55.42	56.80	58.22	59.68	61.17	62.70	7,691 - 9,371
644	45.48	46.62	47.78	48.98	50.20	51.46	52.75	54.06	55.42	56.80	58.22	59.68	61.17	62.70	64.27	7,884 - 9,605
645	46.63	47.79	48.99	50.21	51.47	52.75	54.07	55.42	56.81	58.23	59.68	61.18	62.71	64.27	65.88	8,082 - 9,847
646	47.79	48.99	50.21	51.47	52.75	54.07	55.42	56.81	58.23	59.68	61.18	62.71	64.27	65.88	67.53	8,284 - 10,093
647	48.98	50.20	51.46	52.75	54.06	55.42	56.80	58.22	59.68	61.17	62.70	64.26	65.87	67.52	69.21	8,490 - 10,344
648	50.20	51.46	52.74	54.06	55.41	56.80	58.22	59.67	61.17	62.69	64.26	65.87	67.52	69.20	70.93	8,702 - 10,602
649	51.46	52.74	54.06	55.41	56.80	58.22	59.68	61.17	62.70	64.26	65.87	67.52	69.20	70.93	72.71	8,919 - 10,867
650	52.75	54.07	55.42	56.80	58.22	59.68	61.17	62.70	64.27	65.87	67.52	69.21	70.94	72.71	74.53	9,143 - 11,140
651	54.07	55.42	56.81	58.23	59.69	61.18	62.71	64.27	65.88	67.53	69.22	70.95	72.72	74.54	76.40	9,372 - 11,419
652	55.42	56.80	58.22	59.68	61.17	62.70	64.27	65.88	67.52	69.21	70.94	72.71	74.53	76.40	78.30	9,606 - 11,704
653	56.80	58.22	59.67	61.17	62.70	64.26	65.87	67.52	69.20	70.93	72.71	74.53	76.39	78.30	80.26	9,845 - 11,995
654	58.23	59.68	61.17	62.70	64.27	65.88	67.52	69.21	70.94	72.72	74.53	76.40	78.31	80.26	82.27	10,092 - 12,297
655	59.67	61.17	62.69	64.26	65.87	67.52	69.20	70.93	72.71	74.52	76.39	78.30	80.25	82.26	84.32	10,343 - 12,602
656	61.17	62.70	64.26	65.87	67.52	69.21	70.94	72.71	74.53	76.39	78.30	80.26	82.26	84.32	86.43	10,602 - 12,918
657	62.70	64.26	65.87	67.52	69.20	70.93	72.71	74.52	76.39	78.30	80.26	82.26	84.32	86.43	88.59	10,867 - 13,241
658	64.27	65.87	67.52	69.21	70.94	72.71	74.53	76.39	78.30	80.26	82.27	84.33	86.43	88.59	90.81	11,140 - 13,573
659	65.88	67.52	69.21	70.94	72.71	74.53	76.40	78.30	80.26	82.27	84.33	86.43	88.59	90.81	93.08	11,418 - 13,912
660	67.52	69.20	70.93	72.71	74.53	76.39	78.30	80.26	82.26	84.32	86.43	88.59	90.80	93.07	95.40	11,703 - 14,259
661	69.21	70.94	72.72	74.54	76.40	78.31	80.27	82.27	84.33	86.44	88.60	90.81	93.08	95.41	97.80	11,997 - 14,617
662	70.93	72.71	74.52	76.39	78.30	80.26	82.26	84.32	86.43	88.59	90.80	93.07	95.40	97.78	100.23	12,295 - 14,981
663	72.71	74.53	76.39	78.30	80.26	82.27	84.32	86.43	88.59	90.81	93.08	95.40	97.79	100.23	102.74	12,603 - 15,356
664	74.53	76.40	78.31	80.26	82.27	84.33	86.44	88.60	90.81	93.08	95.41	97.79	100.24	102.74	105.31	12,919 - 15,741
665	76.39	78.30	80.26	82.26	84.32	86.43	88.59	90.80	93.07	95.40	97.78	100.23	102.73	105.30	107.94	13,241 - 16,132
666	78.30	80.26	82.27	84.32	86.43	88.59	90.81</									

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INDEX

- 401(a) Matching Contribution Plan, 11
 - 6% Match, 11
 - Article IX, 11
 - Article VI, 11
 - Article VII, 11
- Access
 - Denial of, 1
 - Designated Person to Approve, 1
 - Provision of, 1
 - Termination of, 1
 - To Work Locations, 1
- Administrative Leave, 8
- Administrative Services, 6, 8, 9, 15
- Age Harassment
 - Prohibition of, 19
- Agreement
 - Complete, 19
 - Duration of, 20
 - Effective Date, 20
 - Expiration June 30, 2011, 20
 - Extension of, 20
 - Modification, 19
- Ancestral Harassment
 - Prohibition of, 19
- Annual Base Pay, 14
- APCO, 1, 12, 15
 - Denial of Access, 1
 - Provision of Access, 1
 - Termination of Access, 1
- Assignment to Higher Classification
 - 160 Hours, 15
- Benefit
 - Additional Life Insurance, 7
 - Expense Reimbursement, 4
 - Flexibile Benefit Plan, 4
 - Flexibile Benefit Plan Calculation, 4
 - Flexibile Benefit Plan Calculation 2017, 4
 - Flexibile Benefit Plan Calculation 2018, 5
 - Flexibile Benefit Plan Calculation 2019, 5
 - Flexibile Benefit Plan Calculation 2020, 5
 - Flexibile Benefit Plan Calculation 2021, 5
 - Flexibile Benefit Plan Re-opening, 5
 - Medical Retiree, 11
- Benefits
 - Disability, 6
- Bereavement Leave, 17
- Bulletin Boards, 2
- California Public Records Act
 - Cell Phone Stipend, 17
- CalPers, 4
- Cell Phone Stipend, 17
 - California Public Records Act, 17
- Electon, 17
- Waiver, 17
- Cell Phone Stipend, 16
- Classification, 15
- Color Harassment
 - Prohibition of, 19
- Compensatory Time, 8, 14, 15
 - 80 Hour Maximum, 14
 - Pay off in April & October, 15
- Criminal Offense
 - Harassment, 19
- DCAP, 5
- Deferred Compensation, 10
- Deferred Compensation Plan, 10
- Demotion, 19
- Dental Insurance, 4
- Dependant Care Assistance Plan, 5, 6
 - Eligibility, 6
- Dependent Care Assistance Plan, 5
- Disability Harassment
 - Prohibition of, 19
- Discipline, 14
- District, 1, 3
- District Facilities
 - Use of, 2
- District Resources
 - Use of, 2
- Dues Deduction, 3
- Dues Reimbursement, 12
- Dues Reimbursment
 - Limit 2 Organizations, 12
- Duration of Agreement, 20
- Effective Date
 - New Benefit or Wages, 1

Employee
 Assignment to Higher Classification, 15
 Contract, 19
 Full-Time, 19
 Part-Time, 19
 Temporary, 19
 Employee Assistance Program, 7
 Employee Retirement Contributions
 District, 9
 Employees hired on or after 1/1/13, 10
 Employees hired on or after 7/1/09, 10
 Employees hired on or before 6/30/09, 10
 Not to Exceed 10%, 10
 Employee Rights, 18
 Refusal to Participate, 18
 Self Representation, 18
 Employee Wellness Program, 17
 Reimbursement, 17
 Expense Reimbursement, 4
 Flexible Benefit Plan, 1, 4
 Article X, 6
 Calculation, 4
 Calculation 2017, 4
 Calculation 2018, 5
 Calculation 2019, 5
 Calculation 2020, 5
 Calculation 2021, 5
 Re-opening, 5
 FMLA, 9
 General Unit, 4, 7, 9, 11, 12, 13, 15, 16
 Governing Board, 1, 12
 Governing Board Policy 94-1, 12
 Government Code Section 3502.5, 19
 Grievance Procedure, 2
 Gross Income, 5
 GSA Per Diem Rates, 4
 Handicap Harassment
 Prohibition of, 19
 Harassment, 19
 Age, 19
 Ancestry, 19
 Color, 19
 Disability, 19
 Handicap, 19
 Marital Status, 19
 Medical Condition, 19
 Other Protected Class, 19
 Racial, 19
 Religious Creed, 19
 Sexual, 19
 Sexual Orientation, 19
 Holiday Closure, 17
 2017, 17
 2018, 17
 2019, 17
 2020, 17
 2021, 17
 Holiday Leave, 8
 Hours, 18, 19
 Nonworking, 2
 Working, 1
 Immediate Family, 9
 Implementation, 1
 Income
 Gross, 5
 Insurance
 Dental, 4, 5
 Life, 7
 Medical, 4, 5
 Other, 4, 5
 Private Vehicle, 4
 Short Term Disability, 6
 \$959 Maximum Benefit, 6
 14 Day Waiting Period, 6
 52 Weeks Maximum, 6
 55% Base Salary, 6
 Vision, 5
 Worker's Compensation, 6
 Internal Revenue Code, 5
 Kaiser HMO, 4
 Labor Management Task Force, 2, 12
 Layoff, 19
 Leave
 Administrative, 8
 Holiday, 8
 Sick, 6, 7, 8, 9, 15, 16
 Unpaid, 7
 Vacation, 6, 8, 16
 Vacation Accrual Limits, 16
 Voluntary Donation of, 7
 Leave Donation Program, 7
 Continuation of Benefits, 8

- Definitions, 9
- Eligibility, 7
- Procedure, 8
- Leave Without Pay, 7
- Life Insurance, 7
 - Additional, 7
- Lodging Reimbursement, 4
- Longevity Award
 - 2 1/2 %, 14
- Management Representative, 2
- Management Rights, 17
- Mandatory Subjects of Bargaining, 2
- Marital Status Harassment
 - Prohibition of, 19
- MDAQMD, 1
- Meal Reimbursement, 4
- Medical Benefit
 - Retiree, 11
- Medical Condition Harassment
 - Prohibition of, 19
- Medical Insurance, 4
- Medical Spending Account, 5, 6
- Meet and Confer, 18, 19, 20
- Mileage Reimbursement Amount, 4
- Mojave Desert Air Quality Management
 - District, 1
- MOU, 1, 20, 21
- New Benefits
 - Commencement of, 1
- New Wages
 - Commencement of, 1
- Night Shift, 14
 - Minimum 4 Hour Payment, 14
 - Time and 1/2, 14
- Other Insurance, 4
- Overtime, 14
 - Authorization Needed, 14
 - Time and 1/2, 14
- Pay Period, 3, 5, 6, 7, 8, 9, 14, 15, 16
 - 26, 14
 - First Day of, 1
- Payroll Deduction, 3, 7
- Per Diem, 4
 - Rates, 4
 - Rates, 4
- Personalized Protective Equipment, 12, 13

- Maximum Benefit \$130, 13
- Personalized Protective Equipment
 - Enhancement, 12, 13
- Prior Agreement Superseded, 19
- Private Vehicle
 - Owner Insurance, 4
- Protected Class, 19
- Racial Harassment
 - Prohibition of, 19
- Rate of Pay, 19
- Regular Position, 10
- Reimbursement
 - Full Payment of Expenses, 4
- Reimbursement
 - Tuition, 12
- Reimbursement
 - Professional Organization Dues, 12
- Reimbursement
 - Employee Wellness Program, 17
- Religious Harassment
 - Prohibition of, 19
- Retiree Medical Benefit, 11
 - 5 Year Maximum, 12
 - Calculation of Premium, 11
 - Eligibility, 11
- Retirement Program, 9
- Safety Prescription Eyeglasses, 13
- Safety Shoes, 13
- Salary
 - Increase, 15
- Salary Adjustment, 13
- San Bernardino County Public Employees
 - Retirement Association, 10
- Serious Health Condition, 9
- Sexual Harassment
 - Prohibition of, 19
- Sexual Orientation Harassment
 - Prohibition of, 19
- Short Term Disability Insurance, 6
 - \$959 Maximum Benefit, 6
 - 14 Day Waiting Period, 6
 - 52 Weeks Maximum, 6
 - 55% Base Salary, 6
- Sick Leave, 6, 7, 8, 9, 15, 16
 - Cash Out Limits, 15
 - Cash Out Minimum Balance, 15

- Cash Out of, 8, 15
- Conversion of, 16
- Payment Upon Death, 15
- Payment Upon Retirement, 15
- Payment Upon Separation, 15
- Sick Leave Accrual
 - 3.69 Hours/Pay Period, 15
- Sick Leave Cash Out
 - 160 Hours Minimum After Cash Out, 15
 - 30% of Unused Sick Leave, 15
- Sick Leave Conversion
 - 2 Hours Sick to 1 Hour Vacation, 16
 - 40 Hour Increments, 16
 - Excess of 840 Hours, 16
- Sick Leave Separation
 - Payment 10 Years Service, 15
 - Payment Eligibility, 15
 - Payment of 30% for 480 Hours or Less, 16
 - Payment of 35% for 481-600 Hours, 16
 - Payment of 40% for 601-720 Hours, 16
 - Payment of 45% for 721-840 Hours, 16
 - Payment of 50% for 841-1,000 Hours, 16
- Steward, 1, 2
 - Time for Union Business, 2
- Stipend
 - Cell Phone, 17
- Teamsters, 1
- Termination, 19
- Time Card, 15
- Transfer, 19
- Travel Reimbursement
 - Lodging, 4
 - Meals, 4
 - Meals and Expenses, 4
 - Mileage Rate, 4
 - Private Vehicle, 4
 - Rates, 4
 - Receipts, 4

- Tuition and Dues Reimbursement
 - Aggregate \$500.00 Per Each Full-time Employee, 12
- Tuition and Dues Reimbursement, 12
- Tuition Reimbursement, 12
- Union, 1, 2
 - Access to Work Location, 1
 - Confer With Employees, 1
 - Dues, 3
 - Indemnify and Hold Harmless, 3
- Union Representative, 1, 2
- Use of District Facilities, 2
 - Liability for Damages, 2
 - Liability for Security, 2
- Use of District Resources, 2
- Vacation
 - Conversion Option, 16
- Vacation Accrual
 - 3.08 Hours/Pay Period Years 0-4, 16
 - 4.62 Hours/Pay Period Years 5-9, 16
 - 6.15 Hours/Pay Period Year 9-14, 16
 - 6.46 Hours/Pay Period After Year 14, 16
 - Increase by .3077 Hours/Pay Period Annually After Year 14, 16
 - Maximum 9.23 Hours/Pay Period, 16
- Vacation Leave, 6, 8, 16
 - Accrual Limits, 16
- Wage Rate
 - 2% Increase 2017, 13
 - 2% Increase 2018, 13
 - 2% Increase 2019, 13
 - 2.5% Increase 2020, 13
 - 2.5% Increase 2021, 13
 - 2018, 13
- Wages, 1, 3, 5, 10, 13, 19
- Workers' Compensation, 6
- Workers' Compensation Act, 6
- Workers' Compensation Insurance, 6

*AGENDA ITEM **10***

MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT.

**MINUTES OF THE GOVERNING BOARD
OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
VICTORVILLE, CALIFORNIA**

AGENDA ITEM 10

PAGE 2

FINANCIAL DATA: The approximate cost for the proposed wage adjustments is \$40,000. A number of negotiated terms have various values based on participation by the members and some have no direct cost. The proposed budget for FY 18 includes the costs associated with the recommended terms and conditions.

PRESENTER: Brad Poiriez, Executive Director/APCO

ACTION OF THE GOVERNING BOARD

ADOPTED

Upon Motion by **ROBERT LOVINGOOD**, Seconded by **JOHN COLE**, as approved by the following roll call vote:

Ayes: 9 **DECONINCK, PEREZ, HERNANDEZ, LOVINGOOD,
RIORDAN, COX, COLE, LEONE, WILLIAMS**

Noes:

Absent: 4 **RUSS, RAMOS, CAMARGO, STANTON**

Abstain:

Vacant:

DEANNA HERNANDEZ, EXECUTIVE OFFICE MANAGER

BY _____

Dated: JUNE 12, 2017

Ref. Resolution 17-07, "A RESOLUTION OF THE GOVERNING BOARD OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT TO ADOPT A FIVE-YEAR AGREEMENT WITH TEAMSTERS LOCAL 1932 FOR REPRESENTED EMPLOYEES IN THE GENERAL UNIT EFFECTIVE JULY 1, 2017; AUTHORIZE CONFORMING AMENDMENTS IN THE EXEMPT COMPENSATION PLAN AND THE PERSONNEL POLICIES AND PROCEDURES; AND DIRECT STAFF ACTIONS."

**MINUTES OF THE GOVERNING BOARD
OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
VICTORVILLE, CALIFORNIA**

AGENDA ITEM 10

PAGE 3

Exhibit 1

Labor Negotiations

Memorandum of Understanding

District employees in nonexempt positions are represented by Teamsters Local 1932. Negotiations began in April for a successor agreement to a one year negotiated agreement with Teamsters Local 1932 which is set to expire June 30, 2017. On February 27, 2017 the Governing Board appointed labor negotiators Roger Crawford of BBK and Brad Poiriez, Executive Director, to represent the District and act on its behalf. On April 6, 2017 the Negotiating Team met with the Teamsters and reached agreement in concept. The proposed MOU was finalized on May 12 and on or about May 24, 2017 the Teamsters acknowledged ratification of the terms of the agreement by its members. The proposed changes, summarized below, generally follow the order of the MOU.

Proposed Changes

1. The proposed MOU is a **five year agreement**, effective July 1, 2017 and expiring June 30, 2022. The Teamsters must be notified not later than April 1, 2022 of Management's intent to negotiate a successor agreement.
2. Section 8.2. "Subsistence" was renamed, "**Meals and Expenses**" and rather than fixed amounts for expenses, allowances will be associated with the schedule published by the General Services Administration (GSA) which is reflective of the region where the travel occurs.
3. Section 9. An **administrative change** will shift the effective date for the annual adjustment for the Flexible Benefit Plan (health benefit subsidy). This action will withhold premium contributions in advance of the District's obligation for the monthly medical insurance payment.
4. Section 15. The negotiated terms include initiating a long term plan to **shift retirement costs** associated with the employee's required contribution from the District to the employee. The District contracts with the San Bernardino County Employees Retirement Association (SBCERA) for retirement benefits. This "1937 Act" Retirement System is similar, but not the same, as CalPERS; each employee hired before January 1, 2013 has a unique contribution amount based on age of entry. The District has picked up 7% of the required contribution for employees hired before June 30, 2009. Employees hired after July 1, 2009 pay the first 7% of the required contribution. Employees (new members to SBCERA) hired after January 1, 2013 have a fixed rate as specified in retirement reform legislation. On July 1, 2017 the contribution rate for employees in this group will be 8.74%.

**MINUTES OF THE GOVERNING BOARD
OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
VICTORVILLE, CALIFORNIA**

AGENDA ITEM 10

PAGE 4

This recommendation will shift contributions 1% per year each year of the agreement until the employee is paying 10% of the required contribution. For example, the District will reduce the “7% pickup” each year for the next five years for “pre-2009” employees. “Post-2009” employees will increase their contribution 1% per year or until their 7% contribution reaches 10%. Employees hired after January 1, 2013 and subject to the fixed rate are unaffected by this action. In Section 19 a portion of the wage adjustment serves to “offset” the new cost to employees.

5. Section 15.4. **401(a) Matching Contribution Plan.** This action fixes at 6% (of the contributed amount, up to the maximum allowed by law) the District’s “match” into a deferred compensation plan for employees who contribute to the District’s 457 Deferred Compensation Plan. This method replaces a plan where the match was tiered (1%, 2%, 4%, and 6%) based on the amount of the contribution up to the maximum allowed by law.
6. Section 19. **Adjustments to wages:**
 - **2.0%** on July 1, 2017
 - **2.0%** on July 1, 2018
 - **2.0%** on July 1, 2019
 - **2.5%** on July 1, 2020
 - **2.5%** on July 1, 2021
7. Section 27. **Cell phone stipend.** This new benefit provides an annual stipend (\$125) to employees who choose to use their personal cell phones in the course and scope of their work, subject to some limitations. This is voluntary and employees will be asked to sign a waiver/disclosure addressing the use of their personal devices and acknowledgement regarding potential retention and disclosure under the California Public Records Act.
8. Section 28. **Wellness Program.** This new benefit provides reimbursement up to \$240 per year for employees who pay for and participate in programs that promote personal health. Examples include gym memberships, weight loss programs, smoking cessation, or other similar wellbeing programs.
9. Section 29. **Holiday Closure.** The District approved holidays shortens the work weeks between (approximately) December 23 and January 3 each year. This action will close the office on the working days (two days each year of the contract, and three days in one year) between Christmas and New Year’s, on dates that vary each year of the contract. These days will be paid without impacting employees’ leave accruals.
10. Section 30. **Bereavement Leave.** This new benefit provides up to three days paid leave to employees who have a death in their immediate family. In addition, the PPP provides that a death in the family is considered an allowable use of accrued sick leave.

**MINUTES OF THE GOVERNING BOARD
OF THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT
VICTORVILLE, CALIFORNIA**

AGENDA ITEM 10

PAGE 5

11. PPP 6.2. **Holiday Leave.** This action re-defines Holiday Leave as “a full working day.” The District practices a 9/80 work schedule where a working day is 9 hours. The language in the PPP was never revised to reflect the new working day schedule and nonexempt employees were required to use accrued time for the short fall of hours on each occasion of holiday. In addition, the proposed holiday closure (MOU Section 29) requires language to change to allow moving holiday hours from a flex day to another designated working day.

Corresponding and Conforming Changes to the Exempt Compensation Plan

Employees in the Exempt Groups are not represented by Teamsters or any other recognized organization and are covered by an Exempt Compensation Plan (ECP). This recommendation includes making applicable changes in terms and conditions as those negotiated for employees in the General Unit be applied to the terms and conditions for employees in the Exempt Groups. The applicable terms and conditions be incorporated into the ECP and presented separately.

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RESOLUTION 17-07

1 **A RESOLUTION OF THE GOVERNING BOARD OF THE MOJAVE DESERT AIR QUALITY**
2 **MANAGEMENT DISTRICT TO ADOPT A FIVE-YEAR AGREEMENT WITH TEAMSTERS**
3 **LOCAL 1932 FOR REPRESENTED EMPLOYEES IN THE GENERAL UNIT EFFECTIVE**
4 **JULY 1, 2017; AUTHORIZE CONFORMING AMENDMENTS IN THE EXEMPT**
5 **COMPENSATION PLAN AND THE PERSONNEL POLICIES AND PROCEDURES; AND**
6 **DIRECT STAFF ACTIONS.**

7 On June 12, 2017, on motion by Board Member **ROBERT LOVINGOOD** Seconded by Board Member
8 **JOHN COLE**, and carried, the following resolution is adopted:

9 **WHEREAS**, the Mojave Desert Air Quality Management District (MDAQMD) was created by
10 statute (1992 Ch. 642; Health & Safety Code §§41200 et seq.) and commenced operations on July 1,
11 1993 (Health & safety Code §41212); and

12 **WHEREAS**, the Governing Board of the MDAQMD has the authority and responsibility to do
13 such acts as may be necessary or proper to execute the powers and duties granted to, and imposed upon
14 the MDAQMD (Health & Safety Code §40702); and

15 **WHEREAS**, the Governing Board has the authority and responsibility to employ necessary
16 staff to carry out its powers and duties (Health & Safety Code §41260(a)); and

17 **WHEREAS**, on September 26, 2016 the Governing Board by Resolution 16-05 recognized the
18 Teamsters Local 1932 (Teamsters) as the representative employee organization for the MDAQMD
19 employees in the General Unit; and

20 **WHEREAS**, on September 26, 2016 by Resolution 16-05, the Governing Board adopted the
21 Memorandum of Understanding for the period July 1, 2016 through June 30, 2017 (MOU); and

22 **WHEREAS**, on March 2, 1995 by Resolution 95-08 the Governing Board adopted the
23 MDAQMD Personnel Policies and Procedures (PPP) to govern the employment relationship and to
24 provide certain terms and conditions of employment for all employees and has subsequently amended
25 it with the last amendment adopted September 26, 2016 by Minute Action; and

26 **WHEREAS**, on November 27, 2000 the Governing Board adopted the Exempt Compensation
27 Plan (ECP) to establish the compensation plan for Exempt Employees and has subsequently amended it
28 with the last amendment adopted October 24, 2016; and

RESOLUTION 17-07

1 **WHEREAS**, on August 25, 1993 the Governing Board adopted Resolution 93-08, Establishing
2 Rules and Regulations Relating to Employer-Employee Relations, also referred to as “Local Rules;”

3 **WHEREAS**, on February 27, 2017 the Governing Board appointed labor negotiators to
4 negotiate an agreement with the Teamsters relating to wages, salaries, benefits and working conditions
5 for employees in the General Unit; and

6 **WHEREAS**, the labor negotiators have negotiated with the Teamsters “the terms and conditions
7 relating to wages, salaries, benefits and working conditions” (hereinafter referred to as “terms and
8 conditions”) for employees in the General Unit for the period July 1, 2017 through June 30, 2022; and

9 **WHEREAS**, the negotiating team has negotiated terms and conditions with the Teamsters
10 resulting in revisions including but not limited to consistency in use of terms and formatting, and revisions
11 to account for underlying changes in laws; and

12 **WHEREAS**, on April 24, 2017 the Governing Board reviewed the proposed terms and conditions
13 for employees in the General Unit and directed the development of a Memorandum of Understanding
14 (MOU) to be placed on the Agenda for deliberation and action by the Governing Board; and

15 **WHEREAS**, on or about May 24, 2017 the employees of the General Unit approved the proposed
16 terms and conditions; and

17 **WHEREAS**, except as provided in the terms and conditions set forth in the MOU for the period
18 July 1, 2017 through June 30, 2022, attached hereto as Exhibit 2, all other benefits and terms and
19 conditions of employment for General Unit that exist under the MOU shall remain unchanged; and

20 **WHEREAS**, Exempt Employees are not represented by the Teamsters or any other recognized
21 association and are covered by the ECP; and

22 **WHEREAS**, the Executive Director recommends the applicable changes in terms and conditions
23 as those negotiated for employees in the General Unit be applied to the terms and conditions for Exempt
24 Employees; and that these applicable terms and conditions be added to the ECP.

25 **NOW, THEREFORE, BE IT RESOLVED**, that the Governing Board of the MDAQMD hereby
26 approves and adopts the MOU for the period July 1, 2017 through June 30, 2022, for the General Unit,
27 attached hereto as Exhibit A and incorporated herein by reference.
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BE IT FURTHER RESOLVED, that this resolution shall take effect immediately upon adoption.

PASSED, APPROVED AND ADOPTED by the Governing Board of the Mojave Desert Air Quality Management District by the following vote:

NOES: MEMBER:

ABSTAIN: MEMBER:

I, Deanna Hernandez, Executive Office Manager of the Mojave Desert Air Quality Management District, hereby certify the foregoing to be a full, true and correct copy of the record of the action as the same appears in the Official Minutes of said Governing Board at its meeting of June 12, 2017.

Page 3 of 3

**SIDE LETTER AGREEMENT
BETWEEN THE MOJAVE DESERT AIR QUALITY MANAGEMENT DISTRICT AND
THE TEAMSTERS LOCAL 1932 REGARDING SHORT TERM
DISABILITY BENEFITS**

The Mojave Desert Air Quality Management District ("District") and the Teamsters Local 1932 ("Union") (collectively referred to as "Parties") have a Memorandum of Understanding ("MOU") that commenced on July 1, 2017 and is set to end on June 30, 2022.

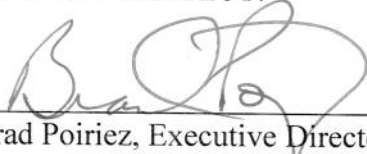
The District and Union agree that the benefit calculation percentage (%) for Short Term Disability benefits shall adjust from the current 55% to 60% as defined by the State of California Employer Development Department (EDD). The District has historically matched this benefit amount to reflect the EDD benefit and keep in pace with the State. Such adjustments, if any, will become effective March 1, 2019 and remain until any benefit adjustments are made by the State. The District and Union also agree that future benefit adjustments shall never be calculated at less than a 55% benefit. This Side Letter Agreement will be deemed executed after it has been signed by all parties outlined below.

The Parties now wish to enter into this Side Letter Agreement to memorialize their agreement regarding the benefit calculation percentage (%) for Short Term Disability (STD) Benefits provided for in Section 11 of the MOU:

11.1.2. The short term disability plan coverage shall include a provision for a fourteen (14) calendar day waiting period from the first day of disability before benefits begin. Benefits shall be equal to the current benefit amount set forth by the State of California Employer Development Department (EDD) and never be calculated at less than 55%. Benefit payments terminate when the employee is no longer disabled, or upon termination of employment from the District, or after 52 weeks of disability, whichever occurs first. Other benefit conditions shall be determined by the District and/or the provider of the benefit.

2. Aside from the agreed upon terms set forth above, the terms and conditions of the MOU shall remain in effect as provided therein. Furthermore, nothing in this Side Letter Agreement shall be construed to affect the interpretation of any other sections of the MOU, except for those explicitly referenced above.

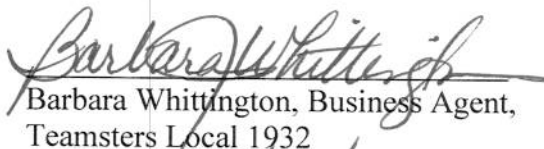
FOR THE DISTRICT:



Brad Poiriez, Executive Director/APCO

Dated: 2/14/19

FOR THE TEAMSTERS LOCAL 1932:



Barbara Whittington, Business Agent,
Teamsters Local 1932

Dated: 2/14/19